

Kingdom of Cambodia

Cambodia Report

On the occasion of the 25th Anniversary of the Fourth World Conference on Women and the adoption of the Beijing Declaration and Platform for Action (1995)

Submitted by Ministry of Women's Affairs
Royal Government of Cambodia

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Table of Contents

Acronyms	4
Introduction.....	6
Section One: Priorities, Achievements, Challenges and Setbacks.....	7
1. Most important achievements, challenges and set-backs in the progress towards gender equality and the empowerment of women over the past 5 years.....	7
2. Top five priorities for accelerating progress for women and girls over the past 5 years through laws, policies and/or programmes	11
3. Measures taken to prevent discrimination and promote rights of women and girls who experience multiple and intersection forms of discrimination	15
4. Has the increasing number of humanitarian crises, caused by conflict, extreme weather or other events, affected the implementation of the BPfA?	18
5. Top five priorities for accelerating progress for women and girls through laws, policies and programmes for the next five years	18
Section Two: Progress Across the 12 Critical Areas of Concern	21
I. Inclusive Development, Shared Prosperity and Decent Work.....	21
<i>Critical Areas of Concern: A) Women and poverty, F) Women and the Economy, I) Human Rights of Women and L) The girl child.....</i>	21
6. What actions have been taken in the last five years to advance gender equality in relation to women’s role in paid work and employment?	21
7. What actions have been taken in the last five years to recognize, reduce and/or redistribute unpaid care and domestic work and promote work-family conciliation?	24
8. Has your country introduced austerity/fiscal consolidation measures in the past five years?	25
II. Poverty Eradication, Social Protection and Social Services	26
<i>Critical Areas of Concern: A) Women and poverty, B) Education and Training of Women C) Women and Health, I) Human Rights of Women and L) The girl child</i>	26
9. What actions have been taken in the last 5 years to reduce poverty among women and girls?.....	26
10. What actions have been taken in the last 5 years to improve access to social protection for women and girls?	28
11. What actions have been taken in the last 5 years to improve health outcomes for women and girls?	28
12. What actions have been taken in the last 5 years to improve education outcomes and skills for women and girls?	31
III. Freedom from Violence, Stigma and Stereotypes	33
<i>Critical Areas of Concern: A) Violence Against Women, I) Human Rights of Women, Women and the Media, and L) The girl child.....</i>	33
13. Which forms of violence against women and girls, and in which specific context or settings have been prioritized for action in the last 5 years?	33
14. What actions have been prioritized to address violence against women and girls in the last 5 years?	34
15. What strategies have been used to prevent violence against women and girls in the last 5 years?	36
16. What actions have been taken to prevent and respond to violence against women and girls facilitated by technology in the last 5 years?	38
17. What actions have been taken to address the portrayal of women and girls, discrimination, and/or gender bias in media in the last 5 years?	38
18. What actions have specifically been tailored to address violence against women and girls facing multiple forms of discrimination in the last 5 years?	39
IV. Participation, Accountability and Gender-Responsive Institutions	41

<i>Critical Areas of Concern: G) Women in power and decision-making, H) Institutional Mechanisms for the advancement of women I) Human Rights of Women, J) Women and the media and L) The girl child</i>	41
19. What actions and measures have been taken to promote women’s participation in public life and decision-making in the last 5 years?	41
20. What actions have been taken to increase women’s access to expression and participation in decision-making in the media, including through information and communication technologies (ICT) in the last 5 years?	43
21. Do you track the proportion of national budget that is invested in the promotion of gender equality and the empowerment of women?	44
22. As a donor country, do you track ODA for GE/WE?	45
23. Does your country have a valid national strategy of action plan for gender equality? ..	45
24. Do you have an action plan and timeline for the implementation of the recommendations of CEDAW?	46
25. Is there a national human rights institution?	47
V. Peaceful and Inclusive Societies	48
<i>Critical Areas of Concern: E) Women and Armed Conflict, I) Human Rights of Women, and L) The girl child</i>	48
26. What actions have been taken in the last 5 years to build and sustain peace, promote peaceful and inclusive societies for sustainable development and implement women, peace and security agenda?	48
27. What actions have been taken in the last 5 years to increase leadership, representation and participation of women in conflict prevention, resolution, peace building, humanitarian action, and crisis response at decision-making levels?	49
28. What actions have been taken in the last 5 years to enhance judicial and non-judicial accountability for violations of international humanitarian law and of the human rights of women and girls in conflicts or humanitarian action and crisis response?	49
29. What actions have been taken in the last 5 years to eliminate discrimination against and violations of the rights of the girl child?	51
VI. Environmental Conservation, Protection and Rehabilitation	52
<i>Critical Areas of Concern: I) Human Rights of Women, K) Women and the Environment and L) The girl child</i>	52
30. What actions have been taken in the last 5 years to integrate gender perspectives and concerns into environmental policies?	52
31. What actions have been taken in the last 5 years to integrate gender perspectives into policies and programmes for disaster risk reduction, climate resilience and mitigation?	52
Section Three: National Institutions and Processes	54
32. National machinery for gender equality and women’s empowerment	54
33. Head of National Machinery and relation with SDG implementation	55
34. Mechanisms for stakeholder participation in implementation and monitoring of BPfA and 2030 Agenda for Sustainable Development	56
35. Is gender equality and the empowerment of women and girls a key priority in national plan/strategy for SDG implementation?	57
Section Four: Data and Statistics and Annex	58
36. What are the top 3 areas in which your country has made most progress over the past five years in gender statistics at the national level?	58
37. What are your country’s top 3 priorities for strengthening national gender statistics over next 5 years?	60
38. National set of indicators for SDGs.....	60
39. Has data collection and compilation on SDG 5 and on other gender-specific indicators under other SDGs begun?	61
40. Describe disaggregated data routinely collected by major surveys	61

Acronyms

ASEAN	Association of South East Asian Nations
BACK	Bar Association of the Kingdom of Cambodia
BPfA	Beijing Platform for Action
CCAP	Climate Change Action Plan
CCCSP	Cambodia Climate Change Strategic Plan
CCWC	Commune Committee for Women and Children
CDHS	Cambodian Demographic and Health Survey
CGA	Cambodia Gender Assessment
CMDG	Cambodian Millennium Development Goals
CSES	Cambodia Socio-economic Survey
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CNCW	Cambodian National Council for Women
CSDG	Cambodian Sustainable Development Goals
DRR	Disaster Risk Reduction
DV	Domestic Violence
EmONC	Emergency Obstetric and Newborn Care
ESP	Education Sector Plan
FTIRM	The Fast Track Initiative Roadmap (for Reducing Maternal and Newborn Mortality)
GER	Gross Enrollment Rate
GBV	Gender-Based Violence
GMAG	Gender Mainstreaming Action Group
GMAP	Gender Mainstreaming Action Plan
GPI	Gender Parity Index
GRB	Gender Responsive Budgeting
JPO	Judicial Police Officer
LSS	Lower Secondary School
MCS	Ministry of Civil Service
MLMUPC	Ministry of Land Management, Urban Planning and Construction
MoEYS	Ministry of Education, Youth and Sport
MoH	Ministry of Health
MoI	Ministry of Interior
MoJ	Ministry of Justice
MoLVT	Ministry of Labor and Vocational Training
MoPT	Ministry of Post and Telecommunication
MoSVY	Ministry of Social Affairs, Veterans and Youth Rehabilitation
MoWA	Ministry of Women's Affairs
MRD	Ministry of Rural Development
MSME	Micro, Small and Medium Enterprises
MTR	Mid-Term Review
M&E	Monitoring and Evaluation
NAPVAW	National Plan to Prevent Violence Against Women
NCCT	National Committee for Counter Trafficking
NCDD	National Committee for Sub-national Democratic Development
NIS	National Institute of Statistics
NPA-CTIP	National Plan of Action to Counter Trafficking in Persons
NSDP	National Strategic Development Plan

NSSF	National Social Security Fund
RGC	Royal Government of Cambodia
RS	Rectangular Strategy
SDGs	Sustainable Development Goals
SME	Small and Medium Enterprises
STEM	Science, Technology, Engineering and Mathematics
TVET	Technical Vocational and Educational and Training
TWG	Technical Working Group
TWG-G	Technical Working Group on Gender
USS	Upper Secondary School
VAW	Violence Against Women

Introduction

The Royal Government of Cambodia has continued to place strong commitment on the promotion of gender equality and the empowerment of women and girls as enablers of Cambodia's socio-economic development. The Rectangular Strategy for *Growth, Employment, Equity and Efficiency* Phase III 2014-2018 recognizes gender equality as a key component of national development, capacity building, and human resources development, and highlights the need to “further improve the status of women, who are the backbone of Cambodian society and economy.”¹

Cambodia's estimated population in 2016 was 15.5 million with 51.4 percent female and 48.5 percent male, and an annual population growth rate of 1.46 percent. About 80 percent of the population lives in rural areas, and rural to urban migration has increased in the last decade. Almost one-third (28.7 percent) of the population is under the age of 15 years, 66.1 percent are between the ages of 15–64 years, and 5.1 percent are 65 years and over. Over one-fourth (27.1 percent) of all households are headed by women, and the proportion widowed is five times higher among women than among men. Life expectancy at birth for women has risen to 71.8 years and to 67.7 years for men, with higher rates in urban (76.8 percent) than rural areas (67.6 percent).²

Cambodia's strong economic growth, averaging 7.4 percent over the past 15-year period, has been one of the highest in the Asia-Pacific region. Cambodia reached lower middle-income status in 2015 and poverty fell to 13.5 percent in 2014.³ Strong economic performance has been mirrored by improvements in Cambodia's Human Development Index (HDI) from 0.553 in 2014 to 0.582 in 2017. According to the Gender Development Index (GDI), which measures disparities in HDI by gender, Cambodia's GDI value increased to 0.914 in 2017 up from 0.890 in 2014,⁴ showing improvements in women and girls health, education and standards of living.

Cambodia is a good example of how high-level commitment and partnerships are instrumental to establish and strengthen the institutional gender equality architecture across government. The national machinery for gender equality and women's empowerment in Cambodia includes the Cambodian National Council for Women (CNCW) and Ministry of Women's Affairs (MoWA) and is strengthened through the Technical Working Group on Gender (TWG-G) and the Gender Mainstreaming Action Groups (GMAGs) in line ministries and government agencies. Since 2005, GMAGs were created in all line ministries and 24 ministries and institutions out of a total of 28 have developed their own Gender Mainstreaming Action Plans (GMAPs). Twenty-two of these GMAPs have received funds from the national budget and from official development assistance. The government is also moving forward to improve gender responsive budgeting across the government.

Building on past successes, in the Rectangular Strategy for Growth, Employment, Equity and Efficiency Phase IV, the National Strategic Development Plan 2019-2023 and the Cambodian Sustainable Development Goals (CSDGs), the Royal Government situates gender equality and the empowerment of women and girls as both stand alone and crosscutting national priorities.

¹ RGC (2013) The Rectangular Strategy for *Growth, Employment, Equity and Efficiency* Phase III 2014-2018

² CEDAW/C/KHM/6, page 5, reference CIPS 2013

³ <https://www.worldbank.org/en/country/cambodia/overview>

⁴ UNDP (2015), Human Development Report 2015, *Work for Human Development* and UNDP (2018), *Human Development Indices and Indicators*, 2018 Statistical Update

Section One: Priorities, Achievements, Challenges and Setbacks

1. Most important achievements, challenges and set-backs in the progress towards gender equality and the empowerment of women over the past 5 years

1.1 Most Important Achievements

The Royal Government of Cambodia (RGC) has demonstrated strong commitment to gender equality principles through integration into national policy frameworks, sector strategies and action plans and Cambodian women have made significant progress along many dimensions of human development. Importantly, Cambodia has risen several ranks from 109 out of 145 countries in 2015 to 93 out of 149 countries in 2018, and has reduced the gender gap in health and survival with a score of 0.975 and in educational attainment with a score of 0.938, according to the Global Gender Gap Reports.⁵

1.1.1 Poverty Reduction

Cambodia's main national development priority, enshrined in the National Strategic Development Plan (NSDP) for 2014-2018 is to reduce poverty while fostering economic growth of between 7-8 percent per year.⁶ Cambodia achieved steady economic growth over the past two decades of around 7 percent and attained lower middle-income status in 2015 in terms of Gross Domestic Product (GDP) per capita. Impressive economic performance has resulted in poverty falling at around 1 percent per year. The percentage of Cambodians living under the national poverty line decreased to about 10 percent in 2018, from 13.5 percent in 2014 and from 35 percent in 2005.⁷

1.1.2 Gender Parity in Basic Education

The female literacy rate for the key age group 15-24 has increased from 91.3 percent in 2013 to 95.7 percent in 2017.⁸ The overall adult female literacy rate has increased from 74.4 percent in 2013 to 78.1 in 2017 and the male literacy rate was 87.7 percent in 2013 and 87.3 percent in 2017.

The Gender Parity Index (GPI) between 2012/13 and 2016/17 for GER and teaching staff at all 3 levels of basic education, primary, lower secondary school (LSS) and upper secondary school (USS), show improvements in GER at primary level from 0.94 to 0.98, and much more dramatic changes in favor of girls at LSS from 1.02 to 1.14 and in particular for girls in USS from 0.93 to 1.13. There have also been significant increases in women teachers at primary level, and minor shifts at lower and upper secondary school levels.

Table 1: Gender Parity Index in Basic Education

Gender Parity Index (GPI)	2012/13	2016/17
GPI Gross Enrollment Rate Primary School	0.94	0.98
GPI GER Lower Secondary School	1.02	1.14
GPI GER Upper Secondary School	0.93	1.13
GPI teaching staff Primary School	0.97	1.26

⁵ World Economic Forum, *The Global Gender Gap Report 2015*, pages 128-129, and 2018, pages 51-52

⁶ RGC NSDP 2014-2018

⁷ CEDAW/C/KHM/6, Draft VNR May 2019, page 27

⁸ NIS, MoP (2018): *Cambodia Socio-Economic Survey 2017*. Phnom Penh.

GPI teaching staff LSS	0.63	0.77
GPI teaching staff USS	0.60	0.65

Source: Ministry of Education, Youth and Sport (2014, 2018): Public Education Statistics and Indicators 2012-2013, 2016-2017. Phnom Penh.

Solid progress has been achieved in primary school enrollment from 97 percent in 2012/13 to 98.4 percent in 2015/16, and gender parity has been achieved at primary level (1:1 ratio). Overall completion rates at primary school increased to 84.1 percent in 2015, with girls' rates higher than boys at 86.6 percent. In 2017-18, primary gross enrolment rate (GER) was 97.8 percent, and slightly higher for girls at 98.1 percent.

For Lower Secondary School, girls represent 52 percent of all students and 30 percent of all repeaters, and women are 45 percent of all teaching staff. The gap between female and male LSS Gross Completion Rate (GCR) is widening in favor of girls, with GPI increasing from 0.96 in 2012-13, to 1.21 in 2017-18. For Upper Secondary School, girls represent 52 percent of the students and 41 percent of repeaters, and women are 32 percent teaching staff and 22 percent of school principals.⁹

One of the examples in the education sector, in 2018, the Ministry of Education, Youth and Sport (MoEYS) has instructed to all the ministry's units and educational institutions to institutionalize and accelerate the effort to promote women in leadership in education sector through key 03 specific approaches: 1). establish women leadership program, 2) integrate women representative into promotion committees, and 3) accelerate to appoint more women in the management levels.

Across ASEAN, Cambodia shows the biggest increases in the ratio of girls to boys in primary and secondary school, from among the lowest ratio of 93 and 82 respectively in 2007, to among the highest in 2015 with 101 and 109 respectively.¹⁰

1.1.3 Significant Improvements in Women's Sexual and Reproductive Health

Cambodia is one of only ten countries in the world that achieved their 2015 Millennium Development Goal (MDG) targets associated with improving maternal health (CMDG 5) and reducing child mortality (CMDG 4). By 2015, the Maternal Mortality Rate (MMR) declined from 437 per 100,000 live births in 2000 to 170 in 2014. Cambodia is committed to the SDG 2030 target to eliminate maternal mortality with a target of reducing the MMR to 70 per 100,000 live births.

The proportion of births attended by skilled health professionals increased to 89 percent in 2014 compared to 32 percent in 2000, exceeding the 2015 CMDG target of 87 percent. The Total Fertility rate in 2014 is 2.7 children per women, down from 3.0 in 2010, exceeding the 2015 CMDG target of 3.0. Antenatal Care (ANC) coverage increased from 38 percent in 2000 to 95 percent in 2014. The number of births preceded by two ANC visits increased from 25.4 percent in 2000 to 90.5 percent in 2014. In 2014, 66.4 percent of pregnant women had four ANC visits prior to giving birth. The proportion of pregnant women delivering by Cesarean Section increased from 2.56 in 2010 to 5.37 percent in 2014, above the CMDG target of 4 percent.¹¹

⁹ MoEYS (2018): *Public Education Statistics and Indicators 2017-2018*. Phnom Penh.

¹⁰ ASEAN Secretariat (2017): *ASEAN Statistical Yearbook, 2016-2017*. Jakarta https://asean.org/wp-content/uploads/2018/01/ASYB_2017-rev.pdf

¹¹ RGC NSDP 2014-18 MTR 2016, pages 66, 67

1.1.4 Improvements in women's economic development

The RGC's long-term goal is to create jobs and ensure improved working conditions,¹² which directly contributes to economic empowerment of women. Positively, Cambodia has one of the highest rates of women's participation in the labour force, 80.7 percent, in the region.¹³ According to the Global Gender Gap Index 2018, Cambodia scores quite high in female to male labour force participation at 0.93.

The percentage of women in wage work increased to 45.4 percent in 2017 from 39.3 percent in 2014, compared to men at 56.6 in 2017 from 49.1 percent in 2014. In 2017, the percentage of women employed in the agriculture sector decreased to 39.0 from 43.9 in 2014, while the percentage increased for women employed in the service sectors to 35.9 in 2017 from 31.4 in 2014. In industries, the percentage of women employed increased slightly to 25.1 in 2017 up from 24.5 in 2014.¹⁴

For wage employment, women's share in the agriculture, industrial and service sectors is shown below for 2014 and 2017, showing decreases in agriculture and industry sectors. In 2017, women's share of wage employment in services was significantly higher in Phnom Penh (70 percent) and urban areas (66 percent) than in rural areas (24.9 percent) compared to 2014, which were closer in range, at 38.2 percent, 39 percent and 31.6 percent respectively.

Table 2: Women's share of wage employment by sector (18 years and older)

Women's share of wage employment by sector	CSES 2014	CSES 2017
Agriculture	45.2%	40.1%
Industry	46.1%	24.4%
Service	34.7%	35.4%

Source: NIS, CSES 2014 and 2017

The garment industry has generated more than 600,000 jobs for people, 90 percent of whom are women. The monthly minimum wage for workers in the garment and footwear industry increased yearly from 100 USD in 2014 to 170 USD in 2018. With other benefits, workers earn between 187 USD and 198 USD per month.¹⁵

The government recognizes the importance of strengthening policies and initiatives to promote and foster Micro, Small and Medium Enterprises (MSME), especially as a pathway for women's economic empowerment. MSMEs account for 99.8 percent of all business establishments in Cambodia, 65.1 percent are managed and owned by women, and 61.2 percent of all persons working in MSMEs are women. The majority of all MSMEs are micro-establishments and two-thirds (64.7 percent) of all micro-businesses are managed and owned by women.¹⁶ According to the 2016 World Bank Enterprise Survey, 46 percent of all SMEs have female participation in ownership, 46 percent of SME's employees are female and 57 percent had a woman top manager.¹⁷ The GDP benefit from the SMEs is estimated

¹² RGC NSDP 2014-2018

¹³ NIS, MoP (2018): CSES 2017, Phnom Penh

¹⁴ NIS MoP (2015) CSES 2014 and NIS MoP (2018): CSES 2017

¹⁵ CEDAW/C/KHM/6, paragraph 122

¹⁶ MoWA Briefing Paper: Women in MSMEs and Women's Entrepreneurship Development; and NIS, MoP (2012): CSES 2011 and CIES 2014

¹⁷ World Bank (2016) Enterprise Surveys: Cambodia 2016 Country Profile

at USD 94,277,254,780, and SMEs employed more than 1 million persons, and comprise 70 percent of the labour force.

1.1.5 Strengthening women's participation in leadership roles

The number of women in the National Assembly increased to 26 in 2019 out of 125, from 25 women out of 123 in 2014. Importantly there are more women holding senior positions within the National Assembly, including the first female Vice President, while two (out of 10) Heads of Committees and four (out of 10) Deputy Heads of Committees are women.¹⁸

The 2017 Commune Council (CC) election results showed an increase in women in the position of Commune Chief (from 5.9 percent in 2012 to 7.8 percent in 2017) and First Deputy Chief (an increase from 11.6 percent in 2012 to 14.2 percent in 2017). This represents a significant achievement in that more women are being recognized for their leadership roles and positions at the sub-national level. Public attitudes regarding women's representation appear to be shifting positively, particularly in terms of local governance positions. A study in 2014 revealed that 85 percent of respondents believed women should be just as active as men on commune councils,¹⁹ and a forthcoming study in 2018 on *Public Perception of Women as Leaders at Sub-national Level* found that 94.5 percent of the respondents supported women as leaders in politics.²⁰

The *Government Rectangular Strategy Phase III* involved promoting women in the public sector through increasing the gender balance in line ministry management and strengthening women's ability to pursue leadership both at management and technical levels. The government continues to implement affirmative actions that designate at least one woman in a leadership position at (i) the provincial, capital, municipality, district and khan level, (ii) at the commune/sangkat level as the focal person with the Commune Committee for Women and Children, and (iii) the village level. The 2002 the government sub-decree that requires at least one woman to hold one of the three village leadership positions is an example of a good practice aimed at increasing both the number of women in leadership positions and strengthening women's leadership capacity at the local level.

1.2 Challenges

Despite significant achievements in the progress towards gender equality and the empowerment of women, Cambodian women face difficulties as social norms on gender relations, including unpaid care work and the burden of family care, continue to constrain development of women's potential and women's empowerment in the economic, social, public and political life. Access to financial resources, business development services, markets and land ownership remains a priority for the government.

Household poverty and lack of employment opportunities in rural areas are contributing to the migration of women and men and increase the risk of exposing them to labour exploitation and other risks. Increasing the institutional capacity as well as human and financial resources of law enforcement agencies and the police force to prevent human trafficking and sexual exploitation remains a priority.

Household economic factors, including families migrating for work, are contributing to dropout rates and slowing the pace of enrollment and completion rates of girls in upper secondary and tertiary education. Few higher education students (both women and men) are enrolled in science, technology,

¹⁸ MoWA (2018): *Women in Decision Making, Politics and Civil Service, Data Sheet*. Phnom Penh.

¹⁹ The Asia Foundation (2014): *Democracy in Cambodia*. Phnom Penh.

²⁰ Gender and Development for Cambodia (2018): *Public Perception of Women as Leaders at Sub-national Level in Cambodia, Preliminary Findings*, Powerpoint presentation and explanatory text. Phnom Penh

engineering and mathematics (STEM), and Cambodia ranked the lowest out of 7 countries for women's participation in STEM related subjects²¹.

Utilization of both public health facilities and health equity funds by poor households is still limited, and there are fluctuations in health care outcomes across different provinces, especially in remote communities where access to health care is difficult and costly. More targeted interventions aimed at improving the nutritional status of younger women and addressing the sexual and reproductive health needs of adolescent and teenage girls, including increased teenage pregnancy rates, are required.

While Cambodia has very strong policy frameworks and national plans for advancing gender equality and women's empowerment, the government recognizes the need to further strengthen monitoring and evaluation mechanisms, including the collection and analysis of disaggregated data and gender statistics, in order to document progress, identify areas of improvement and develop gender responsive interventions.

2. Top five priorities for accelerating progress for women and girls over the past 5 years through laws, policies and/or programmes

The *National Strategic Development Plan 2014–2018* emphasizes the cross-cutting nature of gender mainstreaming through policies and programs, and promotes the empowerment of women in all spheres, including education, economic development, legal protection, health, HIV/AIDS and nutrition. *Neary Rattanak IV* responds to the Rectangular Strategy to empower women in the economy, education, and public leadership, dismantle negative gender behavioral norms and stereotypes, combat gender-based violence, trafficking and sexual exploitation, and further mainstream gender in policies.²²

2.1 Quality Education, training and life-long learning for women and girls

The Ministry of Education, Youth and Sport (MoEYS) ESP 2014–2018 has two main gender equality policies: a) Ensuring equitable access for all to education services, and 2) Enhancing the quality and relevance of learning. The Child Friendly School Policy implemented at primary and lower secondary schools to improve the learning environment, includes safety and security for students and promoting awareness within communities on the importance of education for girls. From 2013–2016, the number of lower secondary schools in communes/sangkats and upper secondary schools in districts/khans increased from 1,622 to 1,684 and 433 to 463 respectively, and 50 percent of lower secondary schools were upgraded to upper secondary schools. Through the national budget, the government policy to provide scholarships for poor students covers 809 lower secondary schools with 70,494 students (60.1 percent female) and another 120 upper secondary schools with 3,600 students (60 percent female). The number of dormitory buildings for students and teachers increased from 7 to 30 in the academic year 2016/17, with capacity to reach 3,788 students. Forty-five percent of the 2,418 students staying in the dormitories are female and this increased to 87 percent of the 938 new students, demonstrating a commitment by the government to support women and girls' access to higher education.²³

MoEYS has implemented key policy actions of medium-term salary reform for 2015–2018. The minimum salary for teachers increased from 400,000 riels in 2013 to 950,000 riels in 2017, and will increase to over 1 million riels in 2018. The lowest-ranking teachers working in remote and

²¹ UNESCO (2015): *Girls and Women in STEM in Asia*, Bangkok.

²² CEDAW/C/KHM/6, paragraph 189, 191

²³ *Ibid*, paragraphs 104, 108, 109

disadvantaged areas receive a salary of more than 1 million riels. The salaries of basic education teachers and new highest-ranking teachers increased to over 1 million riels in 2017. Incentives for teachers working in remote and disadvantaged areas increased from 80,000 riels to 100,000 riels and 120,000 riels, depending on the location. Contracted teacher's salaries have increased to an average of 660,000 riels per month, and the allowances for contracted staff increased from 140,000 to 500,000 riels per month. The overtime allowances for extra hours and shifts have doubled since April 2017.²⁴

In line with the Policy on Technical Education, MoEYS prepared a master plan on Technical Education development in 2014 and followed up with a technical education curriculum and curriculum standards in 2016 to better serve student and community needs. In secondary schools, vocational training and life skill programs have been upgraded to better equip female students, including those who may not continue with higher education. In 2015, a mechanism for career counseling for secondary students was introduced, including the training of teachers.²⁵

2.2 Access to health care, including sexual and reproductive health and reproductive rights

The NSDP 2014–2018 recognizes the Health Sector Strategic Plan goals and priorities as the means to promote sustainable development in the health sector. The NSDP commits the government to four health priorities: 1) Improving sexual, reproductive, women's and children's health, 2) Reducing morbidity and mortality from communicable diseases, 3) Reducing morbidity and mortality from non-communicable disease, and 4) ensuring equitable access to quality health services.

The Fast Track Initiative Roadmap (FTIRM) for Reducing Maternal and Newborn Mortality 2016–2020 is an extension of the first FTIRM 2010–2015 and outlines the priorities for reducing maternal and newborn mortality in line with the targets established for the SDGs. Family planning counseling and increasing the use of modern contraceptive remains a priority in the Fast Track Initiative Roadmap for reducing maternal mortality. Nationally, the percentage of married women of reproductive age using modern contraceptive methods increased from 24.9 percent in 2010 to 39 percent in 2014. The modern Contraceptive Prevalence Rate for married women of reproductive age in rural areas increased more markedly, from 17.6 percent in 2000 to 39.9 percent in 2014, compared to women in urban areas, from 23.2 percent in 2000 to 32.8 percent in 2014.

The total demand satisfied for family planning among married women increased from 42 percent in 2000 to 75 percent in 2010 to 83 percent in 2014. The total unmet need for family planning among married women decreased from 25 percent in 2000 to 17 percent in 2010 to 12 percent in 2014. This includes an unmet need for spacing (5 percent) and for limiting (6.9 percent) among married women in 2014. The unmet need is slightly higher among rural women than urban women (12 percent and 10 percent, respectively).²⁶ In addition, Antenatal Care (ANC) coverage increased from 38 percent in 2000 to 95 percent in 2014. The number of births preceded by two ANC visits increased from 25.4 percent in 2000 to 90.5 percent in 2014. In 2014, 66.4 percent of pregnant women had four ANC visits prior to giving birth.

Within the context of a strong political commitment to eliminating new HIV infection and ending AIDS as public health threat by 2025, the number of new HIV infections in Cambodia has dropped by 63 percent between 2010 and 2017²⁷. In 2017, the national prevalence rate was estimated at 0.5 percent²⁸

²⁴ CEDAW/C/KHM/6, paragraph 120

²⁵ MoEYS ESP 2014–2018, page 36.

²⁶ CDHS 2000, 2010 and 2014

²⁷ UNAIDS (2018): *Cambodia Country Data*, Phnom Penh, Cambodia

²⁸ UNAIDS (2017): *HIV Country Factsheet Cambodia*, Phnom Penh, Cambodia

(0.6 percent amongst women). Amongst young people (aged 15 – 24) HIV prevalence is 0.2 percent for women and 0.1 percent for men. High coverage of HIV testing in pregnant women and antiretroviral therapy in HIV-positive pregnant women has resulted in a decrease in the mother-to-child transmission rate, from 25 percent in 2005 to around 8 percent in 2014. Currently over 95 percent of pregnant women living with HIV are on antiretroviral therapy.

The Royal Government has developed and implemented a comprehensive Social Protection Policy Framework 2016-2025. Under the National Social Security Fund (NSSF), the accident insurance scheme was rolled out in 2008, followed by the healthcare incentive scheme in 2016. From 2008–2017, the NSSF registered 9,318 enterprises under the accident insurance scheme covering 1,175,027 employees (820,987 women) and has provided benefits to 170,641 employees (127,309 women) who have had work-related accidents. From 2016 to 2017, 906,461 employees (750,246 women) have been registered under the health incentive scheme, and 312,682 members (250,146 women) have used the healthcare services provided by healthcare service providers registered with the NSSF. In 2017, this scheme was extended to those working in the informal economic sector, where the majority of women work, as well as to smaller enterprises employing as few as one worker. Previously only employers with at least 8 workers were allowed to register with the NSSF.²⁹

2.3 Eliminating Violence Against Women and Girls

The Second National Action Plan to Prevent Violence Against Women 2014-2018 (NAPVAW II) is the key policy framework to end violence against women and girls. NAPVAW II identifies three priorities: a) domestic violence, b) rape and sexual violence, and c) violence against women with increased risk and includes five strategies: primary prevention, legal protection and multi-sectoral services, policies and laws, capacity building, and monitoring and evaluation (M&E). It includes a focus on women, peace, and security, as compliance to the internationally committed promises to implement the United Nations Security Council Resolution (UNSCR) 1325.³⁰

NAPVAW II recognizes that increased coordination at all levels with all relevant stakeholders is essential to reducing VAW. The draft *Preventing Violence Against Women and Girls — A strategy to implement prevention priorities in the NAPVAW* was developed in 2017 to enhance coordination efforts. Under NAPVAW II, multi-sectoral Coordinated Response Mechanism networks, involving relevant government departments and officials (health, police, justice, social affairs, and local authorities), were established in eight provinces in 2016 and 2017 to facilitate effective, efficient and timely responses for GBV survivors. In 2016, the *Referral Guidelines for Women and Girl Survivors of GBV* and the Implementation Mechanisms was completed, and training on the guidelines was conducted in seven provinces. In 2017 and 2018, service providers at the sub-national level were further capacitated on case management and health sector responses to GBV including forensic examination.³¹

In November 2016, MoWA and the Ministry of Justice (MoJ) issued a *Prakas* assigning MoWA and PDWA officials as Judicial Police Officers (JPOs) with the authority and legal competency over the administrative area of the DV Law.³² MoWA trained the JPOs on legal procedures and multi-sectoral reconciliation processes to legally protect women's rights and continued

²⁹ Khmer Times, Nov. 7, 2017

³⁰ CEDAW/C/KHM/6, paragraphs 33, 34

³¹ Ibid, paragraphs 57, 58

³² Prakas No. 165, MoWA and MoJ, November 2016

disseminating the DV Law, reaching 2,899 people (1,970 female). In 2016, *A Minimum Standard for Basic Counseling for Women and Girl Survivors of Gender-Based Violence* document was finalized to ensure the application of a client-centered human rights approach in delivering services to GBV survivors. The rollout of the guidelines and training for service providers was conducted in seven provinces and a nation-wide training plan is being developed.³³

2.4 Women's economic empowerment, including the right to work and rights at work

The RGC's long-term goal is to create jobs and ensure improved working conditions,³⁴ which directly contributes to economic empowerment of women. According to the Global Gender Gap Index 2018, Cambodia scores quite high in female to male labour force participation at 0.93, while the rate of women in professional and technical positions is lower but has increased from 35 percent in 2014 to 42.7 in 2018.³⁵ In 2017, the labour force participation rate for women (80 percent) has remained lower than men (88 percent), while the total unemployment rate for both women and men is very low (0.1 percent).³⁶ In 2017, more women (50.1 percent) than men (39.1 percent) were self-employed or worked for themselves without wages, which is a decrease from 2014 (54 percent women and 45.4 percent men). The percentage of women in wage work increased from 39.3 percent in 2014 to 45.4 percent in 2017, compared to men (49.1 percent in 2014 and 56.6 in 2017).

Neary Rattanak IV included a focus on Women's Economic Empowerment with the key objective to improve women's status in the economy, particularly in formal employment, with increased incomes, livelihoods and social protection, and equal economic and social rights and opportunities. The first *Operational Strategy for Women's Economic Empowerment (2014-2018)* builds on the *MDG Acceleration Framework Cambodia Action Plan 2013-2015*, which prioritizes the enhancement of micro, small and medium enterprises led by women. Importantly, MoWA, as a catalyst and provider of capacity development and technical advice on gender mainstreaming in the economic sector, aimed to ensure line ministries and economic actors were systematically addressing specific targeted gender gaps in their economic, business and financial services.

The National Employment Policy 2015-2025 provides a framework to improve the livelihoods and dignity of people, promote social harmonization, create decent job opportunities, increase work productivity, and enhance skill and human resource development. Key measures include assessing the employment needs of both men and women at the sectoral and sub-sectoral levels, promoting employment through enterprise development, and transforming informal sector businesses into more formal businesses.

The tri-partite dialogue mechanism between the government, employers and workers produced a steady increase in the monthly minimum wage for workers in the garment and footwear industry over the last five years: 100 USD in 2014, 128 USD in 2015, 140 USD in 2016, and 153 USD in 2017 and 170 USD in 2018. With other benefits, workers earn between 187 USD and 198 USD per month. The garment industry has generated more than 600,000 jobs for people, 90 percent of whom are women.³⁷

³³ CEDAW/C/KHM/6, paragraphs 60, 61; Draft VNR May 2019, page 42

³⁴ RGC NSDP 2014-2018

³⁵ World Economic Forum, *Global Gender Gap Reports* 2014 and 2018

³⁶ CSES 2017.

³⁷ CEDAW/C/KHM/6, paragraph 122

2.5 Promoting Women in Decision-Making

Promoting Women in Decision Making at all levels is a priority articulated in the Rectangular Strategy: ‘Rectangle I, Human Resource Development, Side 4: Improving Gender Equity and Social Protection: Enhancing women’s capacity and proportion in leadership roles at both national & sub-national levels, in ministries-institutions’. The NSDP 2014-201³⁸ included the following interventions a) Develop a monitoring and evaluation framework and carry out periodic gender audits on representation and participation of men and women in politics and decision-making positions b) Develop and strengthen policies, legal provisions and programmes, to increase women’s representation in politics and other key decision-making positions. c) Formulate and implement capacity building programmes for sitting and aspiring women leaders and support initiatives, including resource mobilisation efforts that seek to promote women in politics and other governance structures. d) Invest in programmes aimed at enhancing assertiveness and leadership confidence in young women to ensure equal participation in leadership in schools, tertiary institutions and youth groups and other community-based organisations. e) Set affirmative action measures in areas where sharp gender disparities exist, f) Create and support a focal point/gender working group in Parliament and promote the application of gender lens to decisions taken by all Parliamentary Committees.

Neary Rattanak IV recognizes that women in decision-making positions and gender mainstreaming are important crosscutting issues. The plan includes a strategic objective to promote gender equality in decision-making at all levels and mainstream gender in policies, plans, sectoral programs and key reform programs of the RGC. The key strategies are: 1) increase the proportion of women participating in the civil service, 2) strengthen the capacity and ability of women civil servants and women in decision-making to fulfill their roles and responsibilities, 3) increase the proportion of women in political positions, and 4) strengthen gender-responsive national and sectoral strategies.³⁹ MoWA has actively partnered with the Ministry of Civil Service (MCS) and the National Committee for Sub-national Democratic Development (NCDD) as key government agencies responsible for promoting women in the civil service and leadership. Both MCS and MoI have developed Gender Mainstreaming Action Plans (GMAPs) and both MCS and NCDD have developed national strategies to promote women in leadership in the civil service and in management at subnational levels respectively.

3. Measures taken to prevent discrimination and promote rights of women and girls who experience multiple and intersection forms of discrimination

The government has taken specific measures for the following groups of women and girls: 1) Women living with HIV/AIDS, 2) Older women, 3) Migrant women 4) Women living with disabilities, 5) Women living in remote and rural areas, and 6) Indigenous Women.

3.1 Women living with HIV/AIDS

The Ministry of Health (MoH) has implemented the *National Strategic Plan for Prevention of HIV from Mother to Child 2008–2015*, which provides care to all pregnant women including blood tests for anemia, HIV/AIDS and STIs. In 2018, 1,238 health facilities provided these services, up from 1,216 health facilities in 2015. In 2018, 99.5 percent of pregnant women were voluntarily tested for HIV, up

³⁸ RGC (2014): NSDP 2014-2018

³⁹ Neary Rattanak IV, page 21

from 80 percent in 2015 and from only 15 percent in 2008. All pregnant women living with HIV/AIDS are provided free anti-retroviral treatment and counseling on family planning.

The percentage of pregnant women living with HIV/AIDS on anti-retroviral treatment (ART/V) increased from only 27 percent in 2008 to 67.7 percent in 2013 to 83.3 percent in 2015. The mother-to-child transmission rate of HIV infection declined from 13 percent in 2013 to 6.2 percent in 2015. The percentage of pregnant women living with HIV/AIDS decreased to 0.28 percent in 2014 from 2.9 percent in 1998.

The RGC has prioritized the elimination of new HIV infections by 2025 in line with the global strategies and the *National Strategic Plan for Comprehensive and Multi-sectoral Response to HIV/AIDS Phase IV 2016–2020*, especially for women who are particularly vulnerable to HIV including female entertainment workers, pregnant women and women survivors of sexual violence. As a result of multiple prevention, screening, treatment and care interventions including the 100 percent condom use for entertainment establishments, *Prakas 066*, the HIV prevalence rate for female entertainment workers decreased to 3.2 percent in 2016 from 45.8 percent in 1998.

3.2 Older Women

The MoH launched an updated *National Health Care Policy and Strategy for Older People* in 2016 in line with international goals and guidelines, such as the SDGs and the 2015 WHO World Report on Ageing. The goals are to promote healthy ageing founded on a holistic, multi-sector life course approach and to establish an accessible, responsible health system of services for older people that include prevention treatment, rehabilitation and palliative care services. Key targets are to incorporate older people health services in existing MPA and CPA packages, to develop and implement norms and standards for older people health care at all levels, to collect disaggregated data on older people health, and to improve risk protection for older people.⁴⁰

The updated *National Ageing Policy 2017-2030*, to further improve the well-being of older Cambodian people, addresses the social welfare, healthcare, economic needs and inclusion of older adults through nine priority areas, each with specific objectives and strategies. A key principle in the policy development and implementation phase is focusing particular attention on older women because they outnumber older men and are more vulnerable due to greater discrimination and a greater likelihood of being poor, widowed, and neglected. The institutional arrangements include the Ministry of Social Affairs, Veterans and Youth Rehabilitation (MoSVY) as the central coordinating role with relevant line ministries and institutions, through the mechanism of the Cambodian National Committee for the Elderly (CNCE).⁴¹

Two important programmes under the MoSVY Strategic Plan 2014-2018 pertaining to older people include: 1) The community older people development program, and 2) family-based care for older people program. A total of 569 Older People's Associations (OPAs) have been established at the commune/sangkat level throughout the country with engagement in health care, rice/cow banks, micro-credit, funeral assistance and social activities.⁴² The OPAs are particularly important for women, as 10

⁴⁰ MoH NHCP SOP 2016, pages 6-10.

⁴¹ NAP 2017-2030, pages 18, 27

⁴² MoSVY SP 2014–2018, National Policy for the Elderly.

percent of elderly women are the sole adults in the household compared to only 2 percent of elderly men.⁴³

3.3 Migrant Women

The second *Labour Migration Policy for Cambodia 2015–2018* sets out a framework for effective governance of labour migration, empowerment and protection of the rights of female and male migrant workers, and enhancement of the impact of migration on development. The MoLVT is developing guidelines for the identification and referrals of victims of human trafficking, and has established a Labour Migration Information System (LMIS) with support from partner organizations to collect sex and sector-disaggregated data on the number of Cambodian workers that migrate through regular channels.

Cambodian women migrate largely to Thailand and Malaysia, primarily to work in manufacturing, hospitality, domestic work and agriculture, sectors which are the lowest paid and most likely to work without documents.⁴⁴ The MoLVT issued eight *Prakas*⁴⁵ in 2013 to supplement the implementation of Sub-Decree 190 on *The Management of Sending Cambodian Workers Abroad through Private Recruitment Agencies*. These regulations aim to increase the government’s effectiveness in the management of labour migration and companies as well as the processing and resolution of complaints. The legal requirements for establishing and operating Private Recruitment Agencies (PRAs), including minimum standards, penalties, rewards and responsibilities towards migrant workers are defined, including the MoLVT complaint mechanism and standards for inspections for PRAs. In addition, Migration Resource Centers have been established in four provinces to assist migrants and their families. With the support of the International Labour Organization (ILO), a curriculum for pre-orientation was developed and endorsed by the government.

The government has integrated the topics of labour migration and human trafficking, including safe migration, recognizing signs of human trafficking, and tricks of brokers, into the permanent agenda of the ‘Safe Village, Safe Commune’ public forum. The aim is to strengthen government officials and citizen participation at multiple levels in the prevention of trafficking and dissemination and implementation of laws and policies to combat human trafficking and provide justice for victims. A total of 57,277 dissemination activities involving 8.24 million participants (3.84 million females) took place from 2013–2016.

3.4 Women with disabilities

MoWA is a member of the national Disability Action Council. MoWA set up a working group on disability in 2015 to promote and empower women and girls with disabilities, and the government has allocated budget for the MoWA working group on disability. The goal is to mainstream disability issues into laws, policies and GMAPs of all ministries in line with CEDAW, the Convention on the Rights of Persons with Disabilities and the *National Disability Strategic Plan 2014–2018*. Through MoWA’s efforts, the *National Disability Strategic Plan 2014-2018* includes the strategic objective 9: “Ensure gender equality and empowerment of women and children with disabilities” and outlines eight key strategies.

⁴³ NSPSV 2011, page 36.

⁴⁴ ILO; IOM. 2017. *Risk and rewards: Outcomes of labour migration in South-East Asia* (Bangkok)

⁴⁵ Prakas: 045/13, 046/13, 047/13, 249/13, 250/13, 251/13, 252/13, 253/13.

4. Has the increasing number of humanitarian crises, caused by conflict, extreme weather or other events, affected the implementation of the BPfA?

No, however Cambodia is ranked as one of the most vulnerable countries in the world to climate change and disasters, and one of the countries with the least capacity to adapt. Cambodia's continued growth and sustainable development relies on strategic climate action. With the increasing severity of floods and droughts in the past decade, Cambodia's gains in socio-economic development are at risk. This is particularly true in rural areas, where 80 percent of the population live and mostly work in agriculture; one of the most vulnerable sectors.

5. Top five priorities for accelerating progress for women and girls through laws, policies and programmes for the next five years

The Royal Government of Cambodia is in the process of formulating three key documents on gender equality in 2019 1) The National Policy on Gender Equality 2) The Gender Equality and Women's Empowerment Strategic Plan (2019-2023) and 3) The Third National Action Plan to Prevent Violence Against Women (NAPVAW III).

5.1 Equality and non-discrimination under the law and access to justice, including eliminating violence against women and girls

The first National Gender Policy has been formulated to provide a longer-term policy framework for gender equality in line with the Sustainable Development Goals (SDGs). The policy includes a definition of gender discrimination, based on CEDAW, as "providing differential treatment to individuals on the grounds of their sex. This involves systemic and structural discrimination against women or men in the distribution of income, access to resources, and participation in decision-making." The National Gender Policy will be finalized in 2019.⁴⁶

Women have equal rights to seek legal defense from the Bar Association of the Kingdom of Cambodia as per the Constitution (Article 39), and there are provisions for legal assistance for poor people who cannot afford to pay fees. The Bar Association of the Kingdom of Cambodia has continued to institutionalize gender-sensitive legal service training at the Lawyer's Training Center.⁴⁷ The legal aid policy was drafted by the working group established by the Ministry of Justice in late 2017 comprising all relevant governmental institutions, as well as lawyers, academia and civil society organizations. The draft policy includes specific provisions on the need to ensure adequate, specialized legal aid for women. The policy is expected to be adopted by the Minister of Justice and the Council of Ministers in 2019.

Under NAPVAW II, excellent progress has been made in developing policies and guidelines for the prevention and responses to gender-based violence, including establishing coordination mechanisms, training service providers, and implementing pilot programs. As part of prevention of violence programs, the Positive Parenting Strategy and Toolkit developed in 2015 and piloted from 2016-2018 by MoWA and development partners, to promote non-violent forms of child discipline and protect children from violence practices is an opportunity to influence the gender norms of parents, men and boys and provide alternatives to violence.

⁴⁶ CEDAW/C/KHM/6, paragraph 17

⁴⁷ Ibid, paragraphs 23, 24

Building on successes, NAPVAW III will strengthen the legal and policy environment to protect women and girls and prevent gender-based violence against women and girls, including strengthening the implementation of prevention and responses to GBV. Prevention of GBV is a long-term objective, which involves the national strategy on the prevention of violence against women and girls, as well as advancing initiatives for long-term positive change in gender relations. This includes addressing negative social norms that tolerate and perpetuate violence against women and girls such as expanding primary prevention of all forms of violence programming targeting social norm change, implementing the updated multi-sectoral strategy, promoting positive masculinities, addressing factors that increase all women's risk for violence and exploitation, addressing pornography as form of violence, as well as continuing to build understanding of the evolving situation of trafficking in women and girls and good practices in prevention and response. Further strengthening of responses to survivors of GBV include implementing the Minimum Standards of Essential Services, ensuring these services are accessible to all survivors of GBV, and increasing access to justice for women and girls through the formal legal system.⁴⁸

5.2 Strengthening women in economic development

Under the Rectangular Strategy IV, the Royal Government of Cambodia's strategic goal is to enhance the socio-economic situation of women as well as to strengthen the role of women in society. Building on the past successes as well as addressing key barriers to women's participation in the economic sector, the government will continue to strengthen the implementation of key policies including the National Employment Policy 2015-2025 and the National Technical Vocational and Education Training Policy 2017-2025 as well as further promoting women's entrepreneurship through expanded education, technical and vocational training for women.

Under Neary Rattanak V 2019-2023, MoWA will continue to focus special attention on the strengthening of women's economic empowerment. MoWA will continue to promote women's economic empowerment and improve family's conditions in communities through a) strengthening development of women's entrepreneurship and business of Women Development Centers in more creative, innovative and inclusive manner b) increasing opportunities and possibilities for women to have access to development of technical and vocational skills, including digital technology to meet women's and market's demands c) expanding partnership with the private sector and relevant partners to promote women's entrepreneurship in order to develop women's potential to receive experiences and techniques increasing productivity, quality, production and to reach out to national and regional markets d) increasing participation of women and girls in the education sector, especially in relation to STEM education and e) promoting implementation of TVET policies and programs, SME support policies including a national fund for entrepreneurship and gender responsive entrepreneur development centers.⁴⁹

5.3 Quality Education, training and life-long learning for women and girls

The MoEYS has developed and adopted the National Education 2030 Roadmap so that global targets are aligned with national policy and planning. Improved general education, vocational and competence skills, entrepreneurship, creativity and innovation and a healthy life-style are core components in Rectangle 1 of the Rectangular Strategy IV 2019-2023. In addition to strengthening the quality of

⁴⁸ MoWA (2018): Final CGA 2018, Legal Protection and VAWG

⁴⁹ Draft key priorities for Neary Rattanak V 2019-2023, MoWA presentation to ESCAP 75th session, 2019

education, science and technology to ensure a quality, equitable, inclusive education (Side 1), and expanding technical training to ensure “every young person has at least one-life long skill (Side 2), one of the four priority areas of Rectangle 1 is improving gender equality and social protection to enhance the social economic situation and strengthen the role of women (Side 4).⁵⁰

The Royal Government of Cambodia has initiated a number of key policies and interventions for 2019-2023. Key gender related actions include 1) systematically increasing coverage of early childcare and education to reach 82 percent, primary school completion to 91.1 percent, lower secondary school completion to 61.1 percent, Upper secondary school completion to 45 percent, GER to 35 percent and Tertiary Education GER to 25 percent by 2030, 2) systematically implementing teacher reforms addressing the issues of recruitment, training, deployment, continuous professional development, mentoring/on-site support and career pathways 3) strengthening implementation and monitoring of inclusive education policies, including the provision of targeted scholarships for learners from all disadvantaged groups to ensure equity and no-one is left behind, and 4) encouraging learners to enroll in STEM education in tertiary and higher education.⁵¹

5.4 Enhancing capacity and proportion of women in leadership roles, and gender mainstreaming

The government recognizes that sustainable development and good governance depend on women taking part in all decision-making processes. Within the Rectangular Strategy IV, the government will continue to focus on further promoting women’s role in society through enhancing their capacity and the proportion of women within leadership roles at both the national and sub-national levels, in ministries and institutions both in political and technical positions.⁵² Building on the steady progress made under Neary Rattanak IV, MoWA will continue to play a leading role in promoting women’s roles in leadership in public and political sectors and strengthening the mechanisms and capacity to mainstream gender at sectoral and national program levels, including key reform programs of the government.

Key strategies include increasing the proportion of women participating in civil service through policies and programmes such as the draft *National Policy and Strategy for the Promotion of Women Leadership in the Civil Service* (2018), the GMAP in the Civil Service Sector Phase III 2014–2018 and the *National Program for Public Administrative Reform* (2015–2018), the National Committee for Sub-national Democratic Development (NCDD) *Strategy and Action Plan to Increase Women in Sub-National Management Positions* 2017–2019 and the new GMAP of the Ministry of Interior for 2018-2023 which has a focus on strengthening capacity to deliver services at the national and sub-national level in three areas: civil, police and prison services.⁵³ Embedded in each policy and plan is a strategy to develop and implement capacity development programs for women on leadership, advocacy, negotiation, and gender mainstreaming to strengthen their capacity to fulfill their leadership roles.

In addition, MoWA and the Ministry of Economy and Finance will continue their work under Neary Rattanak IV to collaborate with all line ministries to ensure they receive national budget for gender mainstreaming through integrating gender in strategic plans, annual action plans and budgets in line with gender-responsive budgeting processes. An important aspect is both strengthening MoWA’s capacity for planning, monitoring and evaluation and sector-specific gender analysis and gender

⁵⁰ Draft VNR May 2019, page 16

⁵¹ Draft VNR May 2019, page 17

⁵² Rectangular Strategy IV 2019-2023

⁵³ MoI (2017): *Gender Mainstreaming Strategic Plan 2017 – 2023 and Action Plan 2017-2021*. Phnom Penh.

mainstreaming as well as strengthening the GMAGs' capacity to integrate gender equality into line ministries' policies, plans and budgets.⁵⁴

5.5 Gender responsive social protection, including access to sexual and reproductive health care

The Royal Government has developed and implemented a comprehensive Social Protection Policy Framework 2016-2025, in response to national development priorities and including restructuring of the management institutions. Specifically, the government is implementing the food reserve program, school feeding program, and a scholarship program for poor students with 60 percent for girls, as well as cash support for pregnant women and children of poor families as part of the social assistance program. In addition, the government has put in place (rolled out) the health equity fund, expanded the national social security on health care and occupational risks for workers and employees under the Labour Law, rolled out a health insurance scheme for civil servants, retirees and veterans and established the Persons with Disabilities Foundation.⁵⁵

The government has identified three key policy developments within the Rectangular Strategy IV, Rectangle 1 centered on human resource development. The first, the National Social Protection Policy Framework 2016-2030, aims to ensure income security and reduce economic and financial vulnerability of its citizens, especially the poor, vulnerable groups, including women and children. The second is healthcare and specifically access to affordable healthcare. The Cambodian Health Equity Fund is providing access to free health care to the extremely poor, about one-fifth of the population, identified through the ID poor classification system. The aim is to reduce household poverty as a result of medical costs through providing free health care support, especially poor women and children. The third is the implementation of the updated National Ageing Policy 2017-2030 in recognition of the changing demographics and rising proportion of older people, to ensure that older persons can fully participate with freedom and dignity in family, community, economic, social, religious and political activities. One of the three fundamental concepts of the policy is to ensure gender equality by focusing more on women who form the majority of the older population and are more vulnerable than their male contemporaries.⁵⁶

Section Two: Progress Across the 12 Critical Areas of Concern

I. Inclusive Development, Shared Prosperity and Decent Work

Critical Areas of Concern: A) Women and poverty, F) Women and the Economy, I) Human Rights of Women and L) The girl child

6. What actions have been taken in the last five years to advance gender equality in relation to women's role in paid work and employment?

6.1 Strengthened/enforced laws and workplace policies and practices that prohibit discrimination in the recruitment, retention and promotion of women in the public and private sectors, and equal pay legislation

⁵⁴ Neary Rattanak IV 2014-2018

⁵⁵ Rectangular Strategy Phase IV 2019-2023, page 25

⁵⁶ Draft VNR May 2019, page 12

The Ministry of Civil Service (MCS) has issued guidelines for a 20 to 50 percent quota for women in the annual recruitment of staff to work in public institutions and has set a target of 42 percent women civil servants and 25 to 30 percent of women in decision-making positions by 2022. The proportion of women in the civil service increased to 41 percent in 2017, up from 38 percent in 2014 and the proportion of women in decision-making positions in the civil service increased to 24 percent in 2018, up from 20 percent in 2014.

Another relevant regulation is the MCS Guideline 2202 *on procedures of appointment, movement, and termination of sub-national civil servants*, in which: (i) all appointments must consider and prioritize female or disabled civil servants; (ii) at least 2 candidates must be evaluated for each vacant position; and (iii) the Board of Governors is to reach a consensus on the selection of the most suitable candidates.⁵⁷

The Constitution (Article 46) recognizes maternity as a social function and guarantees women's rights to leave and benefits, as outlined by measures to protect women's maternity rights defined in the 1997 Labour Law. These rights include leave entitlements (90 days), wages (half pay) and perquisites, additional one hour per day for breastfeeding, and restrictions on heavy labor following return to work.⁵⁸ Female public service officials are entitled to three-month maternity leave with full pay, and those with children under 1 year of age are entitled to leave work one hour early with full pay.⁵⁹

6.2 Introduced / strengthened gender-responsive active labour market policies

The National Employment Policy 2015–2025 provides a framework to improve the livelihoods and dignity of people, promote social harmonization, create decent job opportunities, increase work productivity, and enhance skill and human resource development. Key measures include assessing the employment needs of both men and women at the sectoral and sub-sectoral levels, promoting employment through enterprise development, and transforming informal sector businesses into more formal businesses.

The government is providing employment services at the national and sub-national levels through the National Employment Agency (NEA), technical and vocational training programs, and registered private recruitment agencies. In 2016, 116,583 women (55.03% of the total) were provided jobs through the NEA while more than 1.15 million Cambodians were provided with employment services to work overseas.

The National Policy on Technical and Vocational Education and Training (2017-2025) was launched in October 2017. From 2014–2016, the MoLVT conducted training courses regarding industrial, technical, handicraft, services, tourism and agricultural skills for 43,195 people and provided career and job services to 99,708 people, including 66,508 females.⁶⁰

6.3 Improved financial inclusion and access to credit, including for self-employed women

The Ministry of Rural Development (MRD) established the *National Action Plan and Provincial Action Plan for the Rural Development Sector* (2014–2018), which incorporated key elements of the MRD GMAP 2012–2016. The plan aims to eliminate gender inequality, reduce poverty and improve the living conditions and livelihoods of women in rural areas.

⁵⁷ MoWA (2018): Final CGA 2018, Women in Public Service and Leadership

⁵⁸ Articles 182–184, 1997 Labour Law.

⁵⁹ CEDAW/C/KHM/6, paragraph 197

⁶⁰ CEDAW/C/KHM/6, paragraph 239

The greatest outreach of financial services in rural areas is through Micro-Finance Institutions (MFIs), with 68 MFIs registered with the National Bank and NGOs providing credit and loans. In 2017, these institutions provided over 3.99 billion USD in loans, an increase from 2.95 billion USD in loans in 2015. According to the Cambodia Microfinance Association, more than 70 percent of loans were provided to women, who now have as much access as men to financial services from both commercial and MFIs.⁶¹

The MRD has expanded a micro-credit scheme with low interest rates to enable people in rural areas, especially women, to obtain loans for small businesses and agriculture activities. In 2017, the credit scheme released capital totaling 1.31 million USD to 6,035 clients (4,989 women or 82.7 percent) in 15 provinces.⁶² Women run 65 percent of all enterprises, yet men's businesses are bigger than women's enterprises on average. Therefore, women are engaging in less profitable businesses than men, and access to financial and business development services are crucial to the growth of women's enterprises.⁶³

From 2013–2017, the MRD conducted trainings with rural communities on the roles of Village Development Committees (VDCs) and community development activities for 880 VDCs in 6,160 villages with 30,806 villagers, including 9,104 women (29.6 percent). Vocational training programs provided skills training and services, such as business information to support women's rural entrepreneurs, job creation, animal raising, food processing, agricultural education and technology transfer. From 2015–2017, a total of 9,270 people have participated in trainings, including 4,481 women (48 percent).⁶⁴

6.4 Strengthened land rights and tenure security, including community land titles

In 2015, the RGC introduced the *Land Policy “White Paper”* in response to socio-economic development and land reform. The “*White Paper*” (Points 5 and 7) includes key guidelines and activities for achieving gender equality in the land sector and equity between men and women in the land registration process. In addition, the aim is to increase women's involvement in decision-making, monitoring, implementation and initiatives in the land sector.

The RGC has made significant progress to providing land titles to women, widows and indigenous women in line with national policies and plans. From 2013 to 2017, a total of 4,620,653 land titles were granted, equal to 66 percent of the projected 7 million titles to be issued by 2030. In 2017, 42,278 (20.65 percent) out of 204,684 land titles were provided to women, and 6,442 land titles (3.15 percent) were provided to widows. Recently, the RGC granted 2,167 temporary occupancy titles, in principle, to community people residing in informal settlements on state private land in some areas in Phnom Penh.⁶⁵ By 2018, the Ministry of Land Management Urban Planning and Construction (MLMUPC) had issued 24 community land titles to indigenous people, which are especially important in support of indigenous women's livelihoods and traditional life styles. However, the community land titling process is slow and complex and further analysis of indigenous women's experiences is needed in policy and planning processes.

⁶¹ CEDAW/C/KHM/6, paragraph 149

⁶² Ibid, paragraph 151

⁶³ UNGA Report on Rural Women, CNCW 2017, page 3.

⁶⁴ CEDAW/C/KHM/6, paragraph 152

⁶⁵ Ibid, paragraphs 167, 169

The MLMUPC achieved its target of 70 percent of land registration by 2018 and expects to reach 100 percent by the year 2030.⁶⁶ Of the total agricultural land (3,359,000 hectares) in Cambodia, 12.4 percent (418,000 hectares) was owned by women-headed households in 2016, slightly less than in 2009 (13.2 percent).⁶⁷

7. What actions have been taken in the last five years to recognize, reduce and/or redistribute unpaid care and domestic work and promote work-family conciliation?

7.1 Expanded childcare services

The Early Childhood Education program objective is to expand early childhood services for children aged from 0 to under 6 years old, especially for children from poor families, ethnic minorities and children with disabilities, with priority given for community and home-based schools. The number of pre-schools for children aged 3-5 has increased to 4,014 in 2016/17 up from 2,813 in 2012/13, with 88 percent of the pre-schools located in rural areas. Enrollment increased by 48.5 percent to 190,148 students in 2016/17, with 49.9 percent of girls, up from 128,257 students in 2012/13.⁶⁸

There has been steady progress in access to Early Childhood Education services with 64.1 percent of five-year-olds attending pre-schools in the 2015/16 school year, an increase from 56.5 percent in the 2012/13 school year. The Early Childhood Care and Development (ECCD) Policy, the National ECCD Action Plan, the ECCD National Committee, a Prakas for managing private preschools, and a Prakas for recognition of ECCD national core trainers and sub-national core trainer have laid the foundation for quality expansion of ECE.⁶⁹

7.2 Promoting decent work for paid care workers, including migrant workers

In 2015, the MoLVT, with support from UN Women and ILO, conducted two sessions to raise awareness on the ILO Convention on Domestic Workers (No. 189) and Recommendations No. 201 with 140 participants from different line ministries, enterprises, CSOs and development agencies. In addition, tri-partite consultations were held to develop a roadmap to identify priority actions towards implementing the Convention. In April 2018, the MoLVT issued Prakas No. 235 on Working Conditions for Domestic Workers in Cambodia. The Prakas defines what constitutes domestic work, and includes a description of tasks and responsibilities, the minimum age (18 years and 15 years for light duties), requires written contracts, days off and paid public holidays as per the Labour Law. Employers are required to register their domestic worker with the NSSF.⁷⁰

In 2015, the MoLVT held two workshops (140 participants) to promote awareness on the International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families. The RGC has issued Sub-Decree No. 190 on *The Management of Sending Cambodian Workers Abroad through Private Recruitment Agencies*, and its related *Prakas* and legal regulations, and has secured bilateral agreements on labour migration with other countries.⁷¹

⁶⁶ MLMUPC Statistics

⁶⁷ CSES 2016, pages 20-21; CSES 2104, page 25; CEDAW/C/KHM/6, paragraph 129

⁶⁸ MoEYS ESP 2014-2018; MoEYS EMIS 2016-17

⁶⁹ ESP 2014-2018.

⁷⁰ MoLVT Prakas No. 235, 29 April 2018

⁷¹ CEDAW/C/KHM/6, paragraph 131

7.3 Invested in time and labor-saving infrastructure to reduce the burden of unpaid care and domestic work on women

The MRD has made important progress in promoting access to improved water supply and sanitation in rural areas in line with NSDP and CMDG targets. The percentage of rural population with access to improved water supply increased from 44.2 percent in 2013 to 53 percent in 2015 to 58.3 percent in 2017. Access to improved sanitation reached 70.9 percent in 2017, up from 56 percent in 2015 and 37.5 percent in 2013.⁷² A National Strategic Plan for Rural Water Supply Sanitation and Hygiene 2014–2025 was approved in January 2014. In 2016, a National Action Plan for Phase 1 (NAP) was created, and each province created their own Provincial Action Plan, with support from the World Bank, UNICEF and Plan International.

MRD has made important progress in rehabilitating rural roads at the provincial, district, commune and village level. The number of rural roads registered under MRD totals 45,241 kilometers. Improvements in rural road infrastructure have made travel easier for everyone, and women have better access to health centers, schools, markets and employment opportunities, thereby contributing to overall poverty reduction efforts in rural areas.

The NCDD aims to expand the participation of women at the sub-national levels. In 2015–2016, public services were moved closer to local communities via 24 One-Window Service Offices that provide a number of administrative services in 13 sectors. Women have benefited directly from these services. In 2016, One-Window Service Offices in the target areas provided a total of 609,638 administrative services such as small business registration, motorcycle registration, land registration, construction licenses and notary services.

The 2013 *Agriculture Census* found that women’s organizations were the most numerous out of all local interest groups, with 34 percent of villages reporting such organizations. As of 2016, 857 Agriculture Cooperatives with 87,986 members (60.4 percent women) were registered, and women are serving in the executive committees. By 2017, the number of women village veterinarians was 963 (out of 12,510 people) and they play an important role in improving the community’s skills in animal rearing and care as well as in producing animal waste for biogas. As a result, 26,450 biogases were established and about 30 percent of all users were women. The total number of biogas beneficiaries was 145,400 people (48 percent women).⁷³ For many rural women, switching to biogas has not only saved them money, but has freed them from collecting firewood and doing domestic chores are much faster, enabling them to have more free time for income-generating activities and participating in community activities.⁷⁴

8. Has your country introduced austerity/fiscal consolidation measures in the past five years?

No/ Not Applicable

⁷² CEDAW/C/KHM/6, paragraphs 153-155, CSES 2014, 2015, 2017

⁷³ CEDAW/C/KHM/6, paragraph 262

⁷⁴ <https://www.unenvironment.org/news-and-stories/story/cambodia-finding-solutions-climate-change-empowering-women>

II. Poverty Eradication, Social Protection and Social Services

Critical Areas of Concern: A) Women and poverty, B) Education and Training of Women C) Women and Health, I) Human Rights of Women and L) The girl child

9. What actions have been taken in the last 5 years to reduce poverty among women and girls?

9.1 Supported women's entrepreneurship and business development activities

In 2013, MoWA developed the *MDG Acceleration Framework Cambodia Action Plan*, which stressed the role of gender equality in contributing to other MDGs and highlighted three areas to address women's economic empowerment. The three areas included jobs training for women, support for women's micro and small enterprises, and rural livelihoods. The first *Operational Strategy for Women's Economic Empowerment (2014-2018)* builds on the *MDG Acceleration Framework Cambodia Action Plan 2013-2015*, which prioritizes the enhancement of micro, small and medium enterprises led by women.⁷⁵

At the local level, MoWA has long been committed to reducing poverty and improving women's economic situation through women's entrepreneurship development through the Women Development Centers. Annually, the 14 Women Development Centers (WDCs), in conjunction with the PDWA, have provided vocational skills training, which includes financial literacy, small business enterprise, and sewing/tailoring, for about 3,000 poor women. Many women have since applied their skills towards income-generating activities and obtaining employment at factories.

Additionally, 399 producer and saving groups were formed with 5,629 villagers (4,860 women or 86.3 percent) in 11 provinces to expand the variety of income-generating activities. As part of the WDC vocational training program, 354 women were trained on budget management, savings and loans. These efforts have led to increases in household income and improvements in livelihoods.

Women entrepreneurship advocates play a vital role in contributing to the creation of gender-responsive eco-system for enterprise development as well as in bringing the priorities on women entrepreneurs to policy dialogues, national laws and regulations as well as in the design and implementation of programs. The most prominent women's business advocates are the Cambodian Women Entrepreneurs Association (CWEA) and the Cambodian Women Business Federation (CWBF). They provide an important platform for women entrepreneurs for networking and mentoring as well as for business development and growth. MoWA was instrumental in their establishment, and will continue to collaborate and support their engagement in policy dialogue, capacity building, networking and exchanges, including in the Government-Private Sector Forum, to ensure women entrepreneurs needs and priorities are recognized.⁷⁶

9.2 Strengthened social protection programmes for women and girls

The National Social Protection Policy Framework 2016-2025 comprises two main pillars of Social Assistance and Social Security and has been developed using a life cycle approach of the social protection system. The Social Assistance foresees interventions for the poor and most vulnerable and includes four components (1) emergency response, 2) human capital development 3) vocational training

⁷⁵ CEDAW/C/KHM/6, paragraphs 156-157

⁷⁶ MoWA Briefing Paper (2019): Women in MSMEs and Women's Entrepreneurship Development

and 4) welfare for vulnerable people. The Social Assistance focuses on assisting poor and vulnerable people, including people living close to the poverty line, infants, children, pregnant women, families with food insecurity, people with disabilities and the elderly.

The national budget has increased by 22 percent from 2012 to 2015, and this includes the government contributions to the Health Equity Funds (HEF) as part of the countrywide expansion of HEFs for the poor.⁷⁷ In 2016, all public hospitals provided free treatment and counseling as well as special care to the poor through the country-wide expansion of HEFs and by issuing ID Poor cards, a government program for identifying households in need of assistance. A total of 3.8 million people utilized these services, and women are the direct beneficiaries. HEF covers poor women, women with disabilities and older women. The ID Poor program has achieved full coverage in rural areas and the pilot urban ID Poor mechanism incorporates vulnerability criteria for health, disability, education and debt.⁷⁸

Starting from 2019, a special payment of USD 10 will be provided to poor pregnant women for each of the recommended four ANC visits at public health centers as a measure to improve the health of poor pregnant women. In addition, a special payment of USD 10 will be given to mothers (parents) who bring their child for vaccination at public health centers, in line with the recommended vaccination protocols.

The Commune Committees for Women and Children (CCWC) act as an advisory body to the Commune Councils on issues related to women and children, such as maternal and child health, hygiene/sanitation, community pre-school, gender equality and child protection. The CCWC play an important role in advocating, promoting and strengthening health and social services for women at the local level, as well as networking with the district and provincial levels. The CCWCs have a mandate to address gender issues, and are becoming more influential within the Commune Council, however they still lack information on budgeting processes.⁷⁹ As such it is important to continue efforts to strengthen the capacity of female commune council members for understanding and navigating the budgetary processes, particularly in reporting back on final priorities for funding and seeking further feedback.⁸⁰

9.3 Strengthened low-cost legal services for women living in poverty

The national budget allocated by the Ministry of Justice to the Bar Association of the Kingdom of Cambodia for the provision of lawyers and legal services for the poor increased from 300 million riels⁸¹ in 2014 to 400 million riels in 2016, and to 900 million riels for 2018. The number of poor women receiving legal assistance increased from 106 in 2014 to 233 in 2016.

Since 2012, the RGC has allocated a budget of 200 million riels per year to the Cambodian National Council for Women (CNCW) to support access to legal services for female victims of all forms of violence. This budget increased to 500 million riels in 2018. This budget is provided to the JPOs of the Provincial Departments of Women's Affairs (PDWA) who are responsible for the implementation. From 2012–2017, the JPOs assisted 283 female survivors of violence to access legal services through the CNCW budget package. In addition, some non-governmental legal aid organizations provide pro-bono services for GBV survivors.⁸²

⁷⁷ CEDAW/C/KHM/6, paragraphs 156-157

⁷⁸ NSDP 2014–2018 MTR 2016, page 72.

⁷⁹ USAID (2016): *Cambodia Gender Assessment*. Phnom Penh.

⁸⁰ MoWA (2018): Final 2018 CGA Women in Public Service and Leadership

⁸¹ 4000 Riels = 1 USD.

⁸² CEDAW/C/KHM/6, paragraphs 26 and 27 updated

10. What actions have been taken in the last 5 years to improve access to social protection for women and girls?

10.1 Reformed social protection schemes to strengthen women's access and benefit levels

Under the 2002 *Law on Social Security Schemes*, the National Social Security Fund (NSSF) was established in 2007, and the accident insurance scheme was rolled out in 2008, followed by the healthcare incentive scheme in 2016. From 2008–2017, the NSSF registered 9,318 enterprises under the accident insurance scheme covering 1,175,027 employees (820,987 women) and has provided benefits to 170,641 employees (127,309 women) who have had work-related accidents. From 2016 to 2017, 906,461 employees (750,246 women) have been registered under the health incentive scheme, and 312,682 members (250,146 women) have used the healthcare services provided by healthcare service providers registered with the NSSF.⁸³

In 2019, total number of people covered under the NSSF increased to over 2 million (1.3 million women or 63.73 percent), including 1.72 million garment factory workers (about 1.2 million women), over 200,000 civil servants (about 84,000 women), approximately 560,000 retired civil servants and veterans (about 14,000 women) and about 56,000 poor disadvantaged youth (about 3,000 young women and girls).⁸⁴

In 2017, the NSSF scheme was extended to those working in the informal economic sector, benefiting women especially, as a higher percentage of women (52 percent) than men (38 percent) are self-employed/own account workers. The *Prakas* reduced the registration threshold for the NSSF schemes from enterprises with at least eight employees to one employee.⁸⁵ By the end of 2018, nearly 23,100 informal enterprises registered with the NSSF covering at least 124,900 informal economy workers. This directly benefits women workers and employers in small and microenterprises as 51 percent employ only one person, and 96 percent engage four or fewer persons.⁸⁶

Through partnership agreements with development partners, pilot projects have been implemented by providing financial support to pregnant women and children to improve their health and nutritional status. Female civil servants are entitled to 90 days of maternity leave with full pay and a special payment of USD 200 for each newborn child. Women working in garment factories are also entitled to 90 days of maternity leave with 120 percent of their salary,⁸⁷ and a special payment of USD 100 for each newborn, USD 200 for twins and USD 300 for triplets. In 2018, the government provided USD 7 million dollars to over 65,000 female garment workers who gave birth and expects to give over USD 10 million per year to female garment workers who give birth.⁸⁸

11. What actions have been taken in the last 5 years to improve health outcomes for women and girls?

⁸³ CEDAW/C/KHM/6, paragraph 241

⁸⁴ MoWA fact sheet 2019

⁸⁵ Khmer Times, Nov. 7, 2017

⁸⁶ ADB (2014): Cambodia: Country poverty analysis 2014, Asian Development Bank, <https://www.adb.org/sites/default/files/institutional-document/151706/cambodia-country-poverty-analysis-2014.pdf>

⁸⁷ 50% by employers as per the labor law; 70% under the NSSF

⁸⁸ Khmer Times, March 11, 2019 reference NSSF report

11.1 Promoted women's access to health services through expansion of universal health coverage or public health services

The *Health Sector Strategic Plan 2016–2020* health policy goal is "to improve health outcomes and increase financial risk protection across the population" and is supported by four health development goals 1) Improving sexual, reproductive, women's and children's health, 2) Reducing morbidity and mortality from communicable diseases, 3) Reducing morbidity and mortality from non-communicable disease, and 4) ensuring equitable access to quality health services. Strategic interventions had been identified around seven areas including 1) health service delivery, 2) health system financing 3) health workforce development 4) essential support systems, 5) basic infrastructure development 6) health information system and 7) health system governance.

Cambodia has committed to provide universal health care by 2025. The Health Equity and Quality Improvement Project (H-EQIP) 2016 – 2021 aims to improve access to quality health services for targeted population groups with protection against impoverishment due to health service costs. This is through three main components including 1. Strengthening Health Service Delivery (through Service Delivery Grants) 2. Improving Financial Protection and Equity (through the Health Equity Fund 3. Ensuring Sustainable and Responsive Health Systems (Health System Strengthening). A focus of the H-EQIP project is to ensure gender responsiveness in this nation-wide project.⁸⁹

A strategic objective of Neary Rattanak IV is to promote gender equality in the health sector by expanding women's access to information and high quality affordable health care, including reproductive, sexual and psychological health, food security and nutrition and prevention of communicable and non-communicable diseases⁹⁰. In addition to strengthening capacity to mainstream gender into health related policies and programs, and contributing to promoting public awareness raising on reproductive, sexual and psychological health, food security and nutrition, MoWA updated the National Policy on Women, the Girl Child and HIV/AIDS/STIs in 2015 to reflect changes in the epidemic and policy environment.⁹¹ The updated policy includes 8 policy objectives and measures aimed at reducing HIV-related risks and the impact on women and girls through the National Strategic Plan for the Comprehensive and Multi-Sectoral Response to HIV and AIDS 2015-2020.

11.2 Expanded specific health services for women and girls, including sexual and reproductive health services

The National Strategy for Reproductive and Sexual Health 2017-2020 was launched in 2017 to ensure comprehensive sexual and reproductive health services are available at all service delivery points.

The public health system has made important strides in ensuring that every health facility in the country has at least one secondary midwife whereas the goal is to have at least two secondary midwives per health facility. The number of registered primary and secondary midwives increased rapidly from 5,066 in 2013 to 7,068 at the end of 2017, of whom 6,391 work in the public health sector across Cambodia.⁹² In 2014, the MoH implemented an incentive policy for midwives assisted deliveries at health centers that has contributed to improved health performance.

⁸⁹ World Bank Group and Australian Aid (2018), *H-EQIP: Strengthening the Gender Response: A policy brief of the gender assessment of Cambodia's Health Equity and Quality Improvement Project (H-EQIP)*, Phnom Penh.

⁹⁰ Neary Rattanak IV, page 19

⁹¹ MoWA (2015), National Policy on Women, the Girl Child and HIV/AIDS/STIs 2015

⁹² MoH data; Phnom Penh Post, 6 May 2019

The Emergency Obstetric and Newborn Care (EmONC) Improvement Plan 2016-2020 builds on established interventions and programs from the first EMONC Improvement Plan 2010-2015, including the upgrading of health facilities in order to be able to respond to the complications of deliveries. The number of Comprehensive EmONC services in public health facilities across the country increased to 43 in 2018 from 37 in 2015 and only 25 in 2009, while Basic EmONC services increased to 168 in 2018 up from 110 in 2015 and only 19 in 2009. By 2015 Cambodia had exceeded international standards for Comprehensive EmONC coverage but lagged behind in Basic EmONC coverage.⁹³

Post-natal care (4 visits for both mother and baby within 42 days) has been reinforced in all public health centers in both urban and rural areas. In 2018, the number of women who received post-natal care was 253,087 or 68.46 percent of all women who delivered at health centers. In addition, the nutrient supplements provided for pregnant women and women post delivery has increased from 2015 to 2018.

Table 3: Nutrient supplements for pregnant women and women post-delivery

Indicator	2015	2016	2017	2018
Pregnant women received acid folic and iron	73%	86.5%	88%	79.99%
Women received acid folic and iron in post delivery	62%	74.3%	78.3%	70%

Source: Ministry of Health, Annual Report 2018

Access to gynecological and obstetrics services has increased and the proportion of pregnant women having at least 2 ANC consultations with skilled health personnel now exceeds 90 percent compared to 25 percent in 2000. The proportion of medically supervised deliveries increased to 89 percent in 2014 from 32 percent in 2000.

All health centers and health posts now are able to provide at least three contraceptive methods, with pills and condoms also provided through community-based distribution in over 50 percent of the primary health care facilities.

11.3 Promotion of family planning services and health promotion campaigns

The *National Population Policy 2016-2030* includes the recognition that acquiring knowledge on family planning is an important step in gaining access to, and using suitable modern contraceptive methods in a timely and effective manner. Cambodians can access messaging on family planning through a wide variety of sources, most commonly through television and radio, and less so through print media. Over 51 percent of Cambodian women know about family based on information on the television, with a further 38 percent hearing about it on the radio.

Knowledge and uptake of family planning has increased steadily, and is one of the areas where Cambodia has made major gains in the past decade. As of 2014, 99.2 percent of Cambodian women (whether married or not) could name at least one form of family planning.⁹⁴ Even amongst rural women from poor households, 98.4 percent could name at least one form of family planning, with this figure rising to 99.5 percent of urban women from the wealthier households.⁹⁵

⁹³ MoH EmONC Improvement Plan 2016-2020; MoH Annual Report 2018

⁹⁴ NIS (2015). CDHS 2014

⁹⁵ NIS (MoP) and DGH (MoH) (2015), *Further Analysis of the Cambodian Demographic and Health Surveys: Urban and Rural Disparities in Reproductive and Maternal Health, 2000 – 2014*, Phnom Penh.

Cambodians can access modern family planning methods widely, through both formal and informal sources. In the public sector, sources include national, provincial and district hospitals, health centers and health posts. In the private sector, access is available at hospitals, clinics and pharmacies. Access at informal sources can include shops, community distributors or through friends and family. Cambodian women access modern family planning methods most commonly through public sector sources, at 47 percent.⁹⁶ There is quite a lot diversity based on urban versus rural and economic status.

Modern methods of family planning are more common than traditional methods, though the rhythm method is popular amongst the wealthier quintiles. In 2000 only 23.8 percent of married Cambodian women used a method of family planning, and as of 2014, this figure has risen to 56.3 percent. Interestingly, women from rural areas are more likely to use a modern method of family planning (for example condoms, oral contraceptives or intra-uterine devices), regardless of wealth status, at almost 40 percent, compared to urban women at 32.8 percent. Urban women use traditional methods (such as the rhythm, or withdrawal methods) at a higher rate than rural women, (27 percent and 15.8 percent respectively).⁹⁷

11.4 Need for increased focus on women's nutrition

The *National Strategy for Food Security and Nutrition 2014–2018* has led to the preparation of the *Fast Track Road Map for Nutrition 2014–2020*. The National Action Plan for Zero Hunger Challenge in Cambodia 2016–2025 was developed to provide a comprehensive road map to achieve SDG 2, and as a basis for ensuring that every person, especially women and children, realize their fundamental right to adequate food.⁹⁸

The proportion of undernourished women in the reproductive age group declined from 19 percent in 2010 to 14 percent 2014. A higher percentage of younger women aged 15-19 years are undernourished compared to women over 30 years of age (27.5 percent vs. 7.2 percent), with little difference between urban and rural areas. The prevalence of overweight and obesity has increased from 11 percent in 2010 to 18 percent in 2014.⁹⁹

12. What actions have been taken in the last 5 years to improve education outcomes and skills for women and girls?

12.1 Mainstreaming gender in education sector plans

MoEYS has developed a Gender Mainstreaming Strategic Plan 2016-2020, which is aligned with the Education Sector Plan (ESP), refers to the SDGs, Rectangular Strategy, the NSDP, 2013 CEDAW Concluding Observations, and is broadly aligned with Neary Rattanak IV (NR IV) education sector objectives which are to “*promote gender equality in education, particularly the increased access of women and girls in vulnerable groups to education services through awareness raising, social accountability measures, scholarships and other financial assistance; to increase the participation of*

⁹⁶ NIS (2015). CDHS 2014

⁹⁷ NIS (MoP), DGH (MoH) (2015), *Further Analysis of the Cambodian Demographic and Health Surveys: Urban and Rural Disparities in Reproductive and Maternal Health, 2000 – 2014*, Phnom Penh.

⁹⁸ CEDAW/C/KHM/6, paragraph 248

⁹⁹ NIS (2015). CDHS 2014

women in all areas of education service delivery and management; and promote gender responsive social attitudes”¹⁰⁰.

The mid-term review (MTR) of the Education Strategic Plan 2014-2018 was conducted in 2016 and includes updated strategies, actions, indicator targets, and a financial projection until 2020. In recognition that there is almost no bias against girls in basic education, the key measure for promoting women in education have focused on Higher Education and MoEYS staff and faculty.¹⁰¹

The ESP MTR notes barriers for girls’ education including: long distance from schools to home and incomplete schools in remote and some rural areas; poverty, malnutrition, health problems, sanitation such as clean water, latrines and disability, etc. As a such MoEYS has continued to invest in a) measures to improve access to education for girls, including the strengthening of infrastructure and increase the number of secondary schools, especially in communes as well as flexible learning pathways such as the equivalency programs, b) measures to ensure the retention of female students in schools, especially the continuing of learning from primary to secondary and higher education, c) measures to promote and encourage female students to study science, technology and mathematics such as orientation programs and career counseling to female students in secondary and higher education, d) education about sexual and reproductive rights in schools, gender relationships and sexual commitment with a responsibility to prevent young pregnancy, and e) enhancing the quality of education through teacher training and ensuring that teachers receive adequate allowances.¹⁰²

12.2 Increased access to safe water and sanitation services in schools

Access to clean water in lower and upper secondary schools for both sanitation and toilet usage has increased; all provinces are estimated at 60 percent or above, except for two provinces (Pursat and Pailin). MoEYS has constructed more latrines and separate toilet facilities for girl students in secondary schools to encourage more regular attendance. Only 11.8 percent of lower and 1.5 percent of upper secondary schools have yet to develop adequate latrine facilities.¹⁰³

12.3 Improved quality of vocational training and life skills programs

In line with the Policy on Technical Education, MoEYS prepared a master plan on Technical Education development in 2014 and followed up with a technical education curriculum and curriculum standards in 2016 to better serve student and community needs. Proposed revisions to the general secondary education curriculum in 2017/2018 will strengthen links between life skills, vocational training, the labour market and higher education institutes.¹⁰⁴

In secondary schools, vocational training and life skill programs have been upgraded to better equip female students, including those who may not continue with higher education. In 2015, a

¹⁰⁰ MoWA (2017): *Leading the Way for Gender Equality Program (2017-2019) of Neary Rattanak IV*. Phnom Penh.

¹⁰¹ MoEYS (2016): *Mid-Term Review Report in 2016 of the Education Strategic Plan 2014-2018 and Projection to 2020*. Phnom Penh.

¹⁰² Ibid

¹⁰³ CEDAW/C/KHM/6, paragraph 111

¹⁰⁴ Ibid, paragraph 112

mechanism for career counseling for secondary students was introduced, including the training of teachers.¹⁰⁵

12.4 Institutional efforts to enhance the quality of education by training teachers

MoEYS has integrated gender into pre-service and in-service teacher training programs at all levels as well as for school management. Gender has been mainstreamed throughout the education system, including for teachers through teacher training programs, with students through the education curriculum, and for leaders and staff in the management and administration sections through professional development activities. MoEYS developed a draft on the teacher training system outlining standards and a conceptual paper on professional career path development for educators. The Phnom Penh and Battambang Regional Teacher Training Centers have been transformed into Institutes of Pedagogy.

As part of professional development, especially for increasing the capacity of female educators, MoEYS has encouraged and trained basic education teachers (in primary and lower secondary schools) to receive bachelor degrees, including upgrading the capacity of 1,700 primary school teachers (28.7 percent female), 51 existing education inspectors (21.5 percent female) and appointing 31 new female inspectors (9.6 percent). MoEYS has collaborated with development partners and NGOs to further improve the quality of teaching, especially in math and sciences, labs for science, computer and foreign languages, and library packages through the New Generation School pilot programs in selected secondary schools throughout the country.¹⁰⁶

III. Freedom from Violence, Stigma and Stereotypes

Critical Areas of Concern: A) Violence Against Women, I) Human Rights of Women, Women and the Media, and L) The girl child

13. Which forms of violence against women and girls, and in which specific context or settings have been prioritized for action in the last 5 years?

13.1 Intimate Partner Violence/domestic violence, including sexual violence and marital rape

Violence against women remains prevalent as one in five ever-partnered women aged 15–64 has experienced physical and/or sexual violence in their lifetime, with eight percent experiencing violence in the last 12 months.¹⁰⁷ The Second National Action Plan to Prevent Violence Against Women 2014-2018 (NAPVAW II) is the key policy framework to end violence against women and girls. NAPVAW II identifies three priorities: a) domestic violence, b) rape and sexual violence, and c) violence against women with increased risk and includes five strategies: primary prevention, legal protection and multi-sectoral services, policies and laws, capacity building, and monitoring and evaluation (M&E).¹⁰⁸

13.2 Trafficking in Women and Girls

¹⁰⁵ ESP 2014–2018, page 36.

¹⁰⁶ CEDAW/C/KHM/6, paragraphs 118, 119

¹⁰⁷ MoWA and WHO (2015). *National Survey on Women's Health and Life Experiences in Cambodia*.

¹⁰⁸ NAPVAW II, CEDAW/C/KHM/6, paragraph 33

There is no national level prevalence data on trafficking of women and girls in Cambodia, however trafficking of women and girls have been known to occur for labor exploitation, sexual exploitation and begging. The second National Plan of Action for Counter Trafficking in Persons 2014–2018 (NPA-CTIP II) aims to effectively prevent all forms of human trafficking and labour and sexual exploitation; to protect victims, enforce the law, and punish perpetrators of human trafficking and labour and sexual exploitation. To achieve this, the four strategies identified are: a) strengthening law and policy enforcement and enhancing cooperation, b) enhancing prevention, c) enhancing the criminal justice response to human trafficking, and d) protecting victims with gender and age appropriate and qualitative support.¹⁰⁹

13.5 Child Marriage and Violence against Children

The first national *Action Plan to Prevent and Respond to Violence Against Children 2017–2021* was developed in response to the findings from the 2013 Cambodia’s Violence Against Children (CVAC) Survey. The CVAC Survey reported that four percent of girls reported at least one incident of sexual abuse before age 18 and more than 50 percent of both males and females had experienced at least one incident of physical violence prior to age 18.¹¹⁰ *The Action Plan to Prevent and Respond to Violence Against Children 2017-2021* was launched with five strategic areas: coordination and cooperation, primary prevention, multi-sectoral child protection response, law and policy formulation, and monitoring and evaluation. The Action Plan is being implemented through core commitments from relevant line ministries. One of the key actions is the Positive Parenting Strategy, which is targeted to reducing violence against children.¹¹¹

The *Provincial Action Plan to Prevent Child Marriage and Teenage Pregnancy in Rattanak Kiri province 2017-2021* was developed to address child marriage and teenage pregnancy in a province with high rates of both. The Civil Code (2007) forbids marriage under the age of 18 unless one of the parties is over 18 and the other is 16 and has parental permission. However two percent of girls are married by the age of 15 and 18 percent by the age of 18.¹¹² Teenage pregnancy (ages 15-19) increased to 12 percent in 2014 and is much higher in rural and remote areas, with a high of 36 percent in Ratanak Kiri and Mondul Kiri provinces.¹¹³

14. What actions have been prioritized to address violence against women and girls in the last 5 years?

14.1 Strengthened the enforcement and implementation of violence against women laws

The 2005 *Law on Prevention of Domestic Violence and Protection of Victims* (DV Law) establishes the responsibility of the nearest authorities in charge to intervene in cases of domestic violence. From 2012–2015, in accordance with the 2005 *DV Law*, 143 Judicial Police Agents of MoWA were appointed to advocate for the legal rights of survivors of violence against women (VAW) and to support survivors. In late 2016, 94 officials (87 female) at the national and provincial level were assigned as Judicial Police

¹⁰⁹ Ibid, paragraph 96

¹¹⁰ MoWA (2014). *Cambodia Violence Against Children Survey*. Phnom Penh.

¹¹¹ CEDAW/C/KHM/6 paragraph 205, MoWA (2018): Final 2018 CGA Legal Protection and VAWG, page 21

¹¹² MoWA (2018): Final 2018 CGA Legal Protection and VAWG, page 21

¹¹³ NIS (2015). CDHS 2014

Officers (JPOs) responsible for protecting GBV survivors and assisting them in seeking justice through the legal system.¹¹⁴ They received training on legal procedures and on-going support for the provision of services through multi-sectoral reconciliation processes to legally protect women's rights. They also continued disseminating the DV Law, reaching 2,899 people (1,970 female).¹¹⁵

The 2008 *Law on Suppression of Human Trafficking and Sexual Exploitation* establishes the law against kidnapping persons for labour or sexual exploitation. In 2015–2016, the MoJ developed and circulated the Explanatory Notes on the *Law on the Suppression of Human Trafficking and Sexual Exploitation* to judges, prosecutors, court clerks and law enforcement officials across the country, to facilitate the understanding of the content and application of the Law. The MoJ produced a register book for criminal and civil cases for the Capital and Provincial Courts of First Instances as a method of monitoring the court system, especially cases involving women.¹¹⁶ Furthermore, the MoJ continued to train prosecutors, court clerks, gendarmes, police, and law enforcement officials on the Criminal Procedure Code, the Criminal Code, the Civil Code, the Civil Procedure Code and other legal provisions protecting women's rights.

The government continued to improve the legal framework and mechanisms, including the completion of the *Guidelines on Forms and Procedures for Identification of Victims of Human Trafficking for Appropriate Services Provision* (2015) and the passage of the *Law on Juvenile Justice* (2016).

14.2 Expanded NAPVAW II and NPA-CTIP II

The draft *Preventing Violence Against Women and Girls — A strategy to implement prevention priorities in the NAPVAW* was developed in 2017 to enhance coordination efforts. NAPVAW II includes coordination efforts with police, local authorities, communities and other stakeholders for the implementation of the 2010 Village/Commune Safety Policy Guideline, which includes actions to combat and prevent trafficking of women and children, domestic violence, and other forms of VAW. Protocols have been reviewed to be more gender-responsive and include prevention of rape and protection of survivors.

MoWA, through the NAPVAW II, the TWGG-GBV mechanism and the involvement in the Coordinated Mekong Ministerial Initiative against Trafficking (COMMIT), has contributed to anti-trafficking efforts of the government. MoSVY has continued to train relevant government officials on the *Policy and National Minimum Standards for the Protection of the Rights of Victims of Human Trafficking* (2009), which aims for improved continuity of care for victims engaged with multiple service providers, from shelters to counselors and prosecution authorities. Training has continued with government officials and NGO shelters on the *Minimum Standards on Residential Care for Victims of Human Trafficking and Sexual Exploitation*. MoSVY is currently drafting a *Guideline for the Reintegration of Victims of Human Trafficking*.

The National Committee for Counter Trafficking (NCCT) is the key mechanism to counter trafficking in persons and sexual exploitation, with structures at the national and sub-national level. The NPA-CTIP II aims to deepen and consolidate the response at the national and sub-national levels. The NCCT established six national thematic working groups, comprising

¹¹⁴ Prakas No. 165, MoWA and MoJ, November 2016.

¹¹⁵ CEDAW/C/KHM/6, paragraph 25

¹¹⁶ Ibid, paragraphs 73, 74

government officials and CSOs, to facilitate a holistic and comprehensive response to human trafficking, targeting prevention, victim protection, law enforcement, justice, international cooperation and migration. The Provincial Committees for Combatting Trafficking in Persons have a clear structure, with national budget allocated for implementation of the NPA-CTIP II, and are chaired by a Provincial or Deputy Governor.

14.3 Strengthened services for survivors of violence

The *Minimum Standards for Essential Services for Women and Girl Survivors of GBV* was drafted in 2017 under NAPVAW II, and covers 10 standards including *Mediation* as part of Legal Protection Services. These standards link all the standards and provide overall guidance. Draft *Standard Good Practices for Mediation as a Response to Violence Against Women* and *Draft Minimum Standard for Investigating, Prosecuting and Adjudicating Cases of Gender-Based Violence Against Women and Girls* are in the approval process. These target providing resources for increasing access of women to the formal justice system.¹¹⁷

NAPVAW II recognizes that increased coordination at all levels with all relevant stakeholders is essential to reducing VAW. Under NAPVAW II, multi-sectoral Coordinated Response Mechanism networks, involving relevant government departments and officials (health, police, justice, social affairs, and local authorities), were established in eight provinces in 2016 and 2017 to facilitate effective, efficient and timely responses for GBV survivors. In 2016, the *Referral Guidelines for Women and Girl Survivors of GBV* and the Implementation Mechanisms was completed, and training on the guidelines was conducted in seven provinces. In 2017 and 2018, service providers at the sub-national level were further capacitated on case management and health sector responses to GBV including forensic examination.¹¹⁸

The *National Guidelines for Managing Violence against Women and Children in the Health System* were completed in 2014 and *the Clinical Handbook for Women Subject to Intimate Partner or Sexual Violence* were completed in 2015 by the Ministry of Health. Training on these guidelines and clinical handbook is being rolled out nationally.¹¹⁹

15. What strategies have been used to prevent violence against women and girls in the last 5 years?

15.1 Public awareness raising and changing attitudes and behaviors

MoWA has placed primacy on Public Behavior change in recognition of the fact that social constructs such as gender bias and stereotypes underpin remaining gaps across all sectors. The education system, mass media and social media are considered the main vectors for influencing change in attitudes, which inform and influence behavior. MoWA is partnering with three Line Ministries in this effort: the Ministry of Education, Youth and Sport, Ministry of Information, and Ministry of Culture and Fine Arts as well as several NGOs.¹²⁰

¹¹⁷ CEDAW/C/KHM/6 paragraph 205; MoWA (2018): Final 2018 CGA Legal Protection and VAWG, page 21

¹¹⁸ Ibid, paragraphs 57, 58

¹¹⁹ MoWA (2018): Final 2018 CGA Legal Protection and VAWG, pages 21, 22

¹²⁰ MoWA (2018): Final 2018 CGA Education and Public Behavior Change, page 14

Primary prevention is one of the main pillars of NAPVAW II and targets the promotion of gender equality and non-violent relationships, and addresses harmful norms against women and girls. NAPVAW II includes specific interventions to 1) enhance knowledge and skills of children, youth and adolescents to promote and build gender-equitable, non-violent relationships, and to improve their attitudes, behaviors, and practices on human rights (including sexual rights, gender equality and sexuality), 2) enhance positive parenting knowledge, understanding and skills among parents and couples to build safe, gender equitable and non-violent families and environments, 3) change social environments and norms by strengthening gender equality in the community and workplace to promote cooperation to prevent and respond to VAW, and 4) increase media promotion of gender-equitable social norms, images, and messages, and capacity of media to report appropriately and sensitively to prevent VAW.¹²¹

MoWA has coordinated joint efforts involving government ministries and institutions, NGOs/CSOs, media, private sectors and communities in annual International Women’s Day events and the annual 16-Days Campaign of Activism to End Violence Against Women. Examples of multi-stakeholder collaboration to address harmful attitudes and behaviors towards women include the MoWA-led “*Good Men Campaign*” (2011–2015), the 2016 “*#WhyStop*” and the 2015 “*Sexual Harassment Stops Here*” 16-Days Campaigns, and the 2015 and 2016 “*Engaging Men and Boys*” Campaigns organized by CARE Cambodia.

Enhancing prevention is one of the strategies of the second National Plan of Action for Counter Trafficking in Persons 2014–2018 (NPA-CTIP II). Significant prevention activities on human trafficking including public awareness raising efforts have occurred. The NCCT has organized the National Day for Counter Trafficking in Persons on the 12th of every December at the national and sub-national levels in 25 municipalities and provinces together with government ministries,¹²² institutions and development organizations. The events highlighted the importance of prevention and protection of victims of trafficking and the prosecution of perpetrators, through the cooperation and management of migrants. The NCCT and NGO partners have aired radio, TV spots and talk shows on prevention of trafficking and promotion of safe migration, while MoEYS has mainstreamed safe migration and prevention of trafficking messages in youth camps.

15.2 Working with men, boys as well as parents

Neary Rattanak IV includes a core program for institutional strengthening and capacity development towards gender equality through gender mainstreaming and women’s empowerment in the context of economic growth, social protection and services, and crosscutting issues. The strategies under the Education of Women and Girls, and Behavioral Change component aim to promote social welfare and positive attitudes towards gender equality. They include a) Improve technical capacity of relevant officials on gender-mainstreaming in the education sector, b) Coordinate the development and implementation of the National Action Plan for Upholding Social Morality and Women’s and Khmer Family Values, and c) Promote positive images of empowered women and girls and gender sensitive role models for men and boys.

Some new efforts have promoted primary prevention building on the learnings from the Partners for Prevention Study on men’s use of violence against women. The Ministry of Women’s Affairs with the

¹²¹ MoWA (2014): NAPVAW II, pages 12–17.

¹²² MoEYS, MoLVT, MoSVY, MoT, MoWA.

support of UNPFA developed the ‘Sharing our future: Developing Health and Happy Relationships’ program in 2015. This prevention program was implemented in Kampong Cham province. While successful, it is considered resource intensive to implement. Other efforts toward prevention of violence are the Strategy on Positive Parenting (2017) which focuses on teaching parents’ methods of parenting that are non-violent.¹²³

15.3 Work in primary and secondary education, including comprehensive sexuality education

In 2016-17, the MoEYS launched a life skill curriculum for primary school (Grades 5–6), lower secondary school (Grades 7–8), upper secondary school (Grades 10–11), and for youth out of school. The curriculums for each level include: basic reproductive, sexual and health education, including HIV/AIDS, hygiene and gender concepts (Grades 5–6); gender roles, sexuality and gender expression (Grades 7–8); human rights, gender equality, gender roles, sexual harassment and gender-based violence (Grades 10–11). In 2016, MoEYS provided 3,500 life skill books on SRH for Grades 5–6 and trained 1,756 primary school teachers (59 percent female) in three provinces. They have distributed training manuals and conducted information sessions on how to deliver the SRH life skill curriculum to secondary school teachers.¹²⁴ It is expected to be available nationwide by 2023, though the challenge to the successful roll out of the new life skills or “comprehensive sexuality curriculum” (CSE) is the ambitious plan to develop textbooks and build the capacity of teachers for them be able to confidently relay the content.

16. What actions have been taken to prevent and respond to violence against women and girls facilitated by technology in the last 5 years?

16.1 Monitoring of negative images of women on the Internet

Five percent of women reported having experienced at least one form of sexual harassment in their lifetime. The most common form of sexual harassment reported was electronic sexual harassment that includes on-line harassment, or acts such as showing pornography on cellphones, followed by groping or unwanted sexual contact in public.¹²⁵ The Ministry of Posts and Telecommunications set up a technical working group to regularly monitor the spread of pornography and negative information and images of women on the Internet. The group has requested Internet users and website owners to close the accounts and remove pornographic content from social media and other communication technologies.¹²⁶

17. What actions have been taken to address the portrayal of women and girls, discrimination, and/or gender bias in media in the last 5 years?

17.1 Good Men Campaign

¹²³ MoWA (2016) *Mid-term Review of the 2nd NAPVAW*. Phnom Penh.

¹²³ UPR Cambodia (2018). *3rd Cycle Universal Periodic Review Cambodia* Center for Human Rights, Rainbow Kampuchea, Destination Justice, Micro Rain.

¹²⁴ CEDAW/C/KHM/6, paragraph 113

¹²⁵ MoWA (2016) *Women's Experience of Domestic Violence and Other Forms of Violence: Secondary data analysis report of Cambodia Demographic and Health Survey*. Phnom Penh

¹²⁶ CEDAW/C/KHM/6, paragraph 54

Media can be used for promoting positive changes in gender norms and behaviors: the “Good Men” campaign, led by MoWA and supported by Paz y Desarrollo and a number of stakeholders, was the largest positive messaging campaign to change broader cultural perspectives of masculinity and male power in Cambodia, targeting men and boys to engage in more respectful and gender-equitable behaviors in relationships and in the domestic sphere.¹²⁷ BBC Media Action has produced a series of multi-media programs addressing issues faced by contemporary Cambodian youth, including gender relations, and these have had a significant impact on the target audience in terms of belief and behavior change.

The media can reinforce traditional perceptions and attitudes towards women and can normalize intimate partner violence. The Asia Foundation undertook Television Monitoring Research (2015) to monitor the specific types of violence (emotional, physical and sexual) on five television channels (Bayon, TV5, CTN, Hang Meas, MyTV). Overall 35 percent of the time slots contained at least one or more of the three types of violence against women. Media was also found to empower both women and men, challenge traditional notions of masculinity and femininity and lead to a shift in attitudes, contributing to changes in social norms.¹²⁸ Findings were used to inform programming interventions.

17.2 Media Code of Conduct

A media advisory group under the leadership of MoWA and the Ministry of Information was formed to improve media responses to VAW. A Prakas¹²⁹ on the Media Code of Conduct for reporting VAW was prepared in 2016 and 2017, with support from the Club of Cambodian Journalists. The Media Code of Conduct for Reporting on Violence Against Women (2017) was developed to prevent wrongdoing in reporting of violence against women, including depiction of cases with entertainment or comical purposes, and to change social attitudes toward the elimination of violence against women. In addition, MoWA developed an Information and Communication Strategy for primary prevention in 2017 for all stakeholders involved in the media.¹³⁰

17.3 Promotion of women through Media

The Ministry of Information disseminated information on national policies that focus on promoting gender equality and enhancing the role and status of women’s rights in public, political, economic, social, and cultural and educational programs through television, radio, newspapers, magazines and newsletters, and other communication platforms. *The Cambodian Magazine* of the Ministry of Information has featured articles on young women entrepreneurs, women’s awards, women in sports, and the history of women’s struggles in education and art.¹³¹

18. What actions have specifically been tailored to address violence against women and girls facing multiple forms of discrimination in the last 5 years?

18.1 Women with disabilities

¹²⁷ The Asia Foundation (2015): *Intimate Partner Violence & Media Exposure in Cambodia*. Phnom Penh.

¹²⁸ The Asia Foundation (2015): *Reducing Violence Against Women on Cambodian Television*. Phnom Penh.

¹²⁹ Prakas: A proclamation is an executive regulation made at the ministerial level.

¹³⁰ CEDAW/C/KHM/6, paragraph 52, MoWA (2018): Final CGA 2018, Legal Protection and VAWG, page 22

¹³¹ Ibid, paragraph 53

The Triple Jeopardy Study (2013) found that women with disabilities in Cambodia experience similar rates of intimate partner violence, but higher rates of controlling behavior from partners; and significantly higher levels of all forms of violence (emotional, physical and sexual) from family members compared to other women.¹³² There is a growing understanding that some women and girls are at increased risk of violence or have particular challenges in accessing services. Services are being developed for the inclusion of women with disabilities in particular. These are limited to a few locations and the learnings from the projects should be scaled up when appropriate.

18.2 Indigenous Women

While prevalence studies show lower rates of intimate partner violence in provinces with large populations of indigenous people, these likely have some gaps. A qualitative study of women in indigenous communities identified that indigenous women also report experiencing all types of GBV, and additionally report challenges in accessing justice, safe shelter, counseling services, legal supports and other services.¹³³ In a qualitative study of Adolescent Fertility and Early Marriage among Indigenous Communities, almost all respondents raised the issue of domestic violence when asked about negative role models. The study participants also linked domestic violence with substance abuse.¹³⁴ Findings from these studies continue to inform programme interventions, prevention strategies and national and provincial action plans to prevent violence against women and girls.

18.3 Female Hospitality and Tourism Workers

While comprehensive data is lacking, a number of studies document entertainment workers experiences of violence both in the workplace and in the community. Article 8 of the MoLVT Prakas No. 194 on Working Conditions, Occupational Safety and Health Rules of Entertainment Service Enterprises, Establishments and Companies prohibits violence or indecent acts against entertainment workers by any person. From 2014-2016, MoWA, MoLVT, and CSO partners reached over 16,000 female hospitality and tourism (HT) and entertainment workers and over 250 HT outlets signed commitments to safe workplaces. The MoLVT trained almost 350 participants in the HT sector on relevant labour law information to HT and entertainment establishments including Prakas No. 194. For HT outlets, training sessions on labour law and workplace protections by government ministries resulted in increased adherence to workplace safety protections for female workers while peer education sessions with female HT workers have led to increased confidence to deal with and report sexual harassment at the workplace.¹³⁵

¹³² Astury, J., Walji F. (2013) *Triple Jeopardy: Gender-based Violence and Human Rights Violations Experienced by Women with Disabilities in Cambodia*. Phnom Penh: Australian Aid.

¹³³ Mauney, R (2015) *Gender Based Violence in the Ethnic Minority Communities: Rattanakiri Province*. Phnom Penh: CARE International Cambodia.

¹³⁴ CARE Cambodia (2018) *Adolescent Fertility and Early Marriage among Indigenous Communities*. Phnom Penh: Care International Cambodia.

¹³⁵ CARE Safe Workplaces, Safe Communities Project Final Evaluation Report, March 2017. Phnom Penh

IV. Participation, Accountability and Gender-Responsive Institutions

Critical Areas of Concern: G) Women in power and decision-making, H) Institutional Mechanisms for the advancement of women I) Human Rights of Women, J) Women and the media and L) The girl child

19. What actions and measures have been taken to promote women's participation in public life and decision-making in the last 5 years?

19.1 Implemented capacity building, skills development and other measures

Neary Rattanak IV recognizes that women in decision-making positions and gender mainstreaming are important crosscutting issues. The plan includes a strategic objective to promote gender equality in decision-making at all levels and mainstream gender in policies, plans, sectoral programs and key reform programs of the RGC. The key strategies are: 1) increase the proportion of women participating in the civil service, 2) strengthen the capacity and ability of women civil servants and women in decision-making to fulfill their roles and responsibilities, 3) increase the proportion of women in political positions, and 4) strengthen gender-responsive national and sectoral strategies.¹³⁶

The Royal School of Administration is the official government training institution for civil servants under the MCS. In 2017, the Royal School of Administration trained 1,952 civil servants, of which 567 women (29.05 percent) were women. In 2016, the Royal School of Administration in collaboration with the MCS, MoI and MoWA provided a special 100-hour women's leadership training programme for 83 female leaders (Secretaries and Under Secretaries of State) on three reform areas of Public Administration, Decentralization and De-concentration, Public Finance and related policies of the government. This training programme had a positive influence on their mind set and contributed to building a network among female leaders in a transformative way. In 2016, MoI created the National School of Local Administration to help build capacity of officials and councils at the sub-national level and MoWA has contributed to training on gender. In 2015, 26 female senior government officials out of a total of 166 senior government officials attended a specialized training for senior government officials.

19.2 Developed and strengthened gender-responsive national and sectoral strategies

The MCS drafted a *National Policy and Strategy for the Promotion of Women Leadership in the Civil Service* (2015), in line with the GMAP in the Civil Service Sector Phase III 2014–2018 and the *National Program for Public Administrative Reform* (2015–2018). In 2017, the National Committee for Sub-national Democratic Development (NCDD) adopted the *Strategy and Action Plan to Increase Women in Sub-National Management Positions 2017–2019*. In 2017, the GMAG of the MoI prepared a new GMAP for 2018-2023, the focus is on strengthening capacity to deliver services at the national and sub-national level in 3 areas: civil, police and prison services.¹³⁷

¹³⁶ Neary Rattanak IV, page 21

¹³⁷ MoI (2017): *Gender Mainstreaming Strategic Plan 2017 – 2023 and Action Plan 2017-2021*. Phnom Penh.

Mainstreaming gender issues into the civil service also includes mandatory training and improvements in the training curriculum for new recruits, current civil servants and senior management. Both the MCS and NCDD strategies call for capacity development and training for women in leadership skills, and for awareness raising and sensitization for men to support the objectives, as well as robust and regular monitoring and evaluation.

19.3 Increased number of women participating in the civil service

The *Rectangular Strategy Phase III* involved promoting women in the public sector through increasing the gender balance in line ministry management and strengthening women's ability to pursue leadership both at management and technical levels. The government continues to implement affirmative actions that designate at least one woman in a leadership position at (i) the provincial, capital, municipality, district and khan level, (ii) the commune/sangkat level in the Committee for Women and Children, and (iii) the village level.

The number of women in leadership positions has increased through incentives and appointments. In 2018, there was one female Deputy Prime Minister (10 percent), three female Ministers (10.3 percent), 44 female Secretaries of State (15.8 percent) and 67 Under-Secretaries of State or holders of equivalent ranks (15.3 percent). However, while the number of women Secretaries of State has increased by 16 percent over the past decade, the number of male Secretaries of State has increased by almost 50 percent over the same period, so the share of women has decreased by 5 percentage points.¹³⁸

The MCS has issued guidelines for a 20 to 50 percent quota for women in the annual recruitment of staff to work in public institutions and has set a target of 42 percent women civil servants and 25 to 30 percent of women in decision-making positions by 2022. The proportion of women in the civil service increased to 41 percent in 2017, up from 38 percent in 2014. There are a higher proportion of women at the sub-national level (43 percent in 2017, up from 40 percent in 2014) than the national level (31 percent in 2017, up from 27 percent in 2014).¹³⁹ However, the proportion of women's representation in the decision-making levels such as Secretary-General, Director General and Director of Department is lower at 24 percent in 2018, a slight increase from 22 percent from 2014.¹⁴⁰

Another relevant regulation is the Ministry of Civil Service Guideline 2202 *on procedures of appointment, movement, and termination of sub-national civil servants*, in which: (i) all appointments must consider and prioritize female or disabled civil servants; (ii) at least 2 candidates must be evaluated for each vacant position; and (iii) the Board of Governors is to reach a consensus on the selection of the most suitable candidates.

19.4 Collected and analyzed data on women's political participation, including in appointed and elected positions

There are currently 26 women (20.8 percent) in the National Assembly as of 2018, similar to the 20.3 percent in 2014, and 19.3 percent women in the Senate, an increase over the 14.7 percent over the past decade (2005, 2010, 2015). Compared to other ASEAN countries, Cambodian women are the 5th most

¹³⁸ MoWA (2018): *Women in Decision Making, Politics and Civil Service, Data Sheet*. Phnom Penh. MoWA (2018): Final 2018 CGA Women in Public Service and Leadership

¹³⁹ Ibid

¹⁴⁰ MCS Gender Working Group (2018): *List of Civil Servants by Ministry, 2017*. Phnom Penh; MoWA (2018): Final 2018 CGA Women in Public Service and Leadership

represented in the National Assembly, after Philippines (29.5 percent), Lao PDR (27.5 percent), Vietnam (26.5 percent) and Singapore (23 percent).¹⁴¹

Improvements at subnational level have been quite recent: in 2017, the first female provincial governor, one female chair of a provincial council and six female chairs of District/Khan councils were appointed. There is only 1 woman (4 percent) out of 25 Provincial/Capital Governors, and 7 women (3.5 percent) out of 197 District/Municipality/Khan Governors. There are more women at the deputy level: women are 26 out of 150 (17.3 percent) of Provincial/Capital Deputy Governors, and 185 out of 711 (26 percent) of District/Municipality/Khan Deputy Governors¹⁴². Representation in sub-national councils is fairly low: only 1 out of 25 Provincial Councils is headed by a woman, with 16 percent and 14 percent female provincial and District/Municipality/Khan council members respectively, as of the last election in 2014.

The 2017 Commune Council (CC) election results showed an increase in women in the position of Commune Chief (from 5.9 percent in 2012 to 7.8 percent in 2017) and First Deputy Chief (an increase from 11.6 percent in 2012 to 14.2 percent in 2017). Overall there was a slight decrease of women Commune Council members from 2012 to 2017 (from 17.8 percent to 16.8 percent), and Second Deputy Chiefs (from 9.2 percent to 7 percent). However, following the dissolution of CNRP in 2018, all CNRP officials were replaced by CPP officials resulting in a further decrease in the representation of women council members down to 14 percent, lower than a decade ago. The rate of women Commune Chiefs remained the same, First Deputy Chiefs increased by less than two percentage points to 16.5 percent, but Second Deputy Chiefs surged to 17.3 percent.¹⁴³

Although there is no official quota for inclusion of female candidates, each political party has its own informal goal of above 20 percent. However, the party list proportional representation system, which allocates seats to each political party in proportion to the number of votes received, makes it difficult for women to obtain national or local office, as their names are typically placed lower on the party list. There is no formal system for promoting female politicians who begin their political careers at the village/commune level.¹⁴⁴ Factors that help women to succeed in politics include strong internal motivation, support from the party, pressure for affirmative action within the party, and support from family.¹⁴⁵

20. What actions have been taken to increase women's access to expression and participation in decision-making in the media, including through information and communication technologies (ICT) in the last 5 years?

20.1 Strengthened the provision of formal and technical vocational education and training (TVET) in media and ICTs, including in areas of management and leadership

Annually, the 14 Women Development Centers (WDCs), in conjunction with the PDWA, have provided vocational skills training, which includes financial literacy, small business enterprise, and sewing/tailoring, for about 3,000 poor women. Many women have since applied their skills towards income-generating activities and obtaining employment at factories. Information, Communication and

¹⁴¹ International Parliamentary Union (2018)

¹⁴² MoWA (2018): *Women in Decision Making, Politics and Civil Service, Data Sheet*. Phnom Penh.

¹⁴³ MoWA (2018): *Women in Decision Making, Politics and Civil Service, Data Sheet*. Phnom Penh.

¹⁴⁴ USAID (2016): *Cambodia Gender Assessment*. Phnom Penh.

¹⁴⁵ USAID (2014): *Women's Leadership as a Route to Greater Empowerment, Cambodia Case Study*. Virginia, USA.

Technology (ICT) centers have conducted training for the service providers at the 14 WDCs on computer skills and e-communication to enhance understanding of social media and technology.¹⁴⁶

From 2009 to 2015, women accounted for 21 percent of all students enrolled in formal Technical and Vocational Education and Training (TVET) programs. The proportion of women enrolled in priority sectors increased from 14 percent to 26 percent. This is skewed towards ICT/business with women accounting for 50 percent of all students studying in this sector. Women overall represent 18 percent of graduates from formal TVET programs.¹⁴⁷ As of 2015-16, women represented 31.5 percent of enrolled TVET students, and almost half of those in the provinces and almost 55 percent of short course students. Women represent between 11 to 24 percent of students enrolled in certificate and higher-level courses, with 22.6 percent enrolled in bachelor degree programs.¹⁴⁸

Currently more men than women work in the media, including in management positions, it is estimated that women represent 25 percent of media staff. Women have joined the industry in greater numbers in recent years. While male journalists had marginally greater access to training than women, the great majority of both women (83 percent) and men (86 percent) had received some training over the previous two years.¹⁴⁹

The Ministry of Posts and Telecommunications (MoPT) developed its second Gender Mainstreaming Action Plan 2014-2018, building on achievements from 2009-2013 including increased understanding of gender among ministry officials, establishing gender focal points in each department, increased percentage of women civil servants (by 3.85 percent) and increased participation of women in both domestic and overseas training in technical areas and management. The MoPT GMAP 2014-2018 includes six strategies: 1) Strengthening capacity of the gender network within the ministry 2) Continuing development of human resource and management 3) Continuing to mainstream gender in telecommunication, post and ICT, 4) Continuing to support and provide opportunity to women staff and employee in obtaining decision making position, 5) Continuing to disseminate information related to gender equality through ICT and 6) Monitoring and Evaluation.¹⁵⁰

21. Do you track the proportion of national budget that is invested in the promotion of gender equality and the empowerment of women?

The RGC has introduced several budgetary reforms to increase transparency and gradually shift to programme budgeting, which is a prerequisite to implement Gender Responsive Budgeting (GRB). The number of ministries implementing programme budgeting increased from 7 in 2013 to 15 in 2016 to 24 in 2018. MoWA continues to promote GRB as a tool for gender mainstreaming across sectors and engage with the Ministry of Economy and Finance. In 2016, 28 government ministries and institutions received funds from the national budget and development partners for implementing GMAPs, an increase from 16 ministries and institutions in 2013.

¹⁴⁶ CEDAW/C/KHM/6, paragraph 156

¹⁴⁷ MoLVT, GMAP 2017-2026, page 12

¹⁴⁸ MoLVT (2017): *Technical and Vocational Education and Training Statistics 2015-16*. TVETMIS Office, Department of Labour Market Information. Phnom Penh.

¹⁴⁹ Fojo Media Institute, Linnaeus University (2018): *Towards Gender Equity, Women and Media in Cambodia*. Phnom Penh.

¹⁵⁰ MoPT GMAP 2014-2018

The Budget Strategic Plan 2016–2020 is an important tool of the Public Financial Management Program Phase III and serves to link the budget process to the policy framework. The national budget allocated for gender activities increased from 2015–2018 by 72 percent from 4,301 million Riel to 7,389 million Riel. In 2018, the national budget allocation for gender mainstreaming in the four sectors is as follows: social sector (43 percent), national defense, security and public order (22 percent), general administrative sector (20 percent) and the economic sector (15 percent). From 2015 to 2016, the national budget allocation for the five ministries¹⁵¹ prioritized to implement GRB in line with key government reform programs (*Public Administrative Reform and Public Financial Management Reform*) increased an average of 13.6 percent.

The RGC recognizes the need to further increase national budget allocations for gender mainstreaming across all sectors in line with gender responsive budgeting, and is reviewing recommendations to develop a gender budget statement at the national level, prepare policy guidelines for GRB, to include GRB in budget call circulars and to develop legislation and a strategy specifically for GRB.¹⁵²

22. As a donor country, do you track ODA for GE/WE?

Not applicable

23. Does your country have a valid national strategy of action plan for gender equality?

Yes, the Five-year Strategic Plan for Gender Equality and Women’s Empowerment 2014–2018, Neary Rattanak IV, incorporates the key gender themes from the Rectangular Strategy for Growth, Employment, Equity and Efficiency, Phase III, the NSDP 2014-2018, the CMDG Report 2013, and the CEDAW Concluding Observations on the fourth and fifth periodic report of Cambodia.

Neary Rattanak IV includes a core program for institutional strengthening and capacity development towards gender equality, through gender mainstreaming and women’s empowerment in the context of economic growth, social protection and services, and crosscutting issues. The four thematic areas in Neary Rattanak IV are: 1) Economic Growth with a focus on Women’s Economic Empowerment, 2) Access to Social Services and Protection with a focus on 2.1) Education of Women and Girls, and Behavioral Change, 2.2) Health, HIV and Nutrition of Women and Girls, and 2.3) Legal Protection for Women and Girls, 3) Cross-Cutting issues with a focus on 3.1) Women in Public Decision-Making and Politics; Gender Responsive Government Policies and Reform Programmes and 3.2) Gender and Climate Change, Green Growth and Disaster Risk Management, and 4) Institutional Strengthening.

Neary Rattanak IV had an estimated budget for implementation for each thematic area for a total budget of USD 31,100,000 financed from the government national budget and development partners. Costs for sectoral gender responsive programs are not included in Neary Rattanak IV but are included separately under other sectoral line ministries and institutions. Historically the

¹⁵¹ MAFF, MoEYS, MoH, MoWA and MRD

¹⁵² UN Women (2016): Gender Responsive Budgeting in the Asia Pacific Region: A status report.

MoWA and GMAPs have been underfunded, though allocation of national budget has increased annually by 5 percent.

Neary Rattanak V (2019-2023) is currently under development and will be finalized in 2019, in line with the Rectangular Strategy for Growth, Employment, Equity and Efficiency, Phase IV the NSDP 2019-2023, and the CSDGs Framework 2016. Neary Rattanak V will incorporate findings and recommendations from the 2018 Cambodia Gender Assessment thematic papers currently under development as well as relevant CEDAW Concluding Observations on the fourth and fifth (and upcoming sixth) periodic reports of Cambodia.

24. Do you have an action plan and timeline for the implementation of the recommendations of CEDAW?

A separate action plan for the implementation of the 2013 CEDAW Concluding Observations was not been developed but many of the recommended actions were incorporated into various national and sectoral plans and strategies including Neary Rattanak IV, NAPVAW II, MoEYS Education Strategic Plan 2014-2018, and GMAPs of other sectoral ministries. The CNCW is the inter-ministerial body mandated to lead the monitoring of CEDAW and has a Strategic Plan which includes the monitoring and reporting on CEDAW. During this period, CNCW conducted regular dissemination and monitoring activities of the implementation of the CEDAW Concluding Observations on the fourth and fifth periodic report of Cambodia, including quarterly meetings with the CNCW gender technical working groups from line ministries and annual CNCW conferences with government ministries and institutions, development partners, civil society and other stakeholders.

In addition, CNCW conducted regular sub-national monitoring visits to review implementation of national laws, policies, regulations, measures and social norms related to women’s rights and gender equality. From 2013–2016, the CNCW conducted 53 monitoring visits in 25 provinces with a total of 3,067 participants (1,919 females) from relevant institutions, departments, local authorities, CSOs and vulnerable women. This program is supported by the Prime Minister’s recommendations aimed at advancing women’s rights in the economic, social and public spheres in Cambodia, including addressing problems faced by women across all aspects of their life.¹⁵³

Some highlights of previous CEDAW Concluding Observations that were incorporated into national and sectoral action plans including the status of implementation are as follows: (Please see Cambodia’s Sixth Periodic Report to CEDAW for details)

Examples of CEDAW Concluding Observations to Cambodia (2013)	Government / Action Plan	Status/Timeline
13a) To develop a comprehensive legal aid scheme in order to ensure effective redress by women and to courts and tribunals, in accordance with the UN principles and Guidelines on Access to Legal Aid in Criminal Justice Systems (UN GAR 67/87, annex)	MoJ, CoM	Drafted 2016-2018; in approval process
15a) To provide effective redress to victims on sexual and gender-based violence in particular sexual violence	ECCC	Implemented, on-going;

¹⁵³ CEDAW/C/KHM/6, paragraph 56

against women committed during the Khmer Rouge regime and consider to develop effective non-judicial transitional justice programs, including provisions		(See 2015 Follow-up Report on COB 15 and 21a, b, and c and CEDAW/C/KHM/6)
15b) To take advantage of the process of drafting the 2 nd NAPVAW to fully incorporate into it the provisions of the UN SCR 1325 (2000)	MoWA, 2 nd NAPVAW	Included in NAPVAW II in 2014; On-going implementation
19b) Conduct national public information and awareness-raising campaigns to stimulate broader public debate in order to address attitudes and stereotypes that discriminate against women, in collaboration with civil society, community leaders and the media	Neary Rattanak IV	Included in Neary Rattanak IV in 2014; on-going implementation (CEDAW/C/KHM/6)
33a) Take effective measures to increase education for girls, including by strengthening school infrastructure and increasing the availability of places in secondary schools, in particular in the communes; 33b) Develop measures aimed at ensuring the effective retention of women and girls in school, especially from primary to secondary and higher levels of education	MoEYS ESP 2014-2018; GMAP 2016-2020	Included in ESP 2014-2018 and GMAP 2016-2020; on-going implementation (CEDAW/C/KHM/6)
37b) Provide free anti-retroviral treatment for women and men living with HIV/AIDS, including women engaged in prostitution and pregnant women in order to prevent mother to child transmission	MoH HSP NSP PMTCC 2008-2015 NAA NSP Phase IV 2016-2020	On-going Implementation; (CEDAW/C/KHM/6)

Development of a separate action plan for monitoring the implementation of CEDAW and the upcoming Concluding Observations on the sixth periodic report to be issued in November 2019 has been included as a priority action under the new draft CNCW Strategic Plan for 2019-2023.

25. Is there a national human rights institution?

Yes, the Cambodian Human Rights Committee (CHRC) is the national human rights institution in Cambodia. It is responsible for ensuring that Cambodia fulfills its human rights obligations and for the implementation of the recommendations under the Universal Periodic Review. The CHCR is composed of all line ministries and working groups and the main mechanism for input and promoting gender equality is from the MoWA and the CNCW.

CNCW is responsible for following up on the implementation of international conventions in relation to women's rights, providing recommendations to the government and compiling national periodic reports on CEDAW implementation. The Prime Minister as honorary vice president to the CNCW has issued recommendations annually to support CNCW's role as the national mechanism for coordinating and providing advice to the RGC on matters related to the promotion of the status and roles of women and the social welfare for women to ensure protection of their rights.¹⁵⁴

¹⁵⁴ CEDAW/C/KHM/6, paragraph 5

In 2015, CNCW, in collaboration with UN Women and the CEDAW Committee, held a dialogue with 55 participants (37 female) from the Senate's Technical Committee on Women and Children and the National Assembly's Commission 8, which includes a focus on Women's Affairs. This dialogue examined the CEDAW principles and framework, including application to national legislation and policy formulation processes. These Parliamentary Committees have supported the monitoring of the implementation of CEDAW, the Optional Protocol and Concluding Observations and promoted gender equality in national policies and laws in line with CEDAW principles.¹⁵⁵

From 2013–2016, the CNCW distributed 29,300 pamphlets on CEDAW and the 52 COBs nationwide. From 2014 to 2017, CNCW conducted meetings with sub-national level authorities and line department officials to disseminate and monitor the implementation of CEDAW, and provided information on relevant domestic laws, legal texts and recommendations of the government. The meetings reached 5,932 participants, (3,789 women) in all 25 provinces.¹⁵⁶

V. Peaceful and Inclusive Societies

Critical Areas of Concern: E) Women and Armed Conflict, I) Human Rights of Women, and L) The girl child

26. What actions have been taken in the last 5 years to build and sustain peace, promote peaceful and inclusive societies for sustainable development and implement women, peace and security agenda?

NAPVAW II includes a focus on women, peace, and security, as compliance to the internationally committed promises to implement the United Nations Security Council Resolution (UNSCR) 1325. For legal aid and access to justice, the plan includes a legal and reform process, which considers VAW within the framework of international standards including UNSCR 1325. To ensure effective coordination of prevention and response interventions by key stakeholders, the plan involves increasing the capacity of the Cambodian National Police at all levels to respond to VAW in a gender-sensitive way, and to fulfill responsibilities under UNSCR 1325.

Training on relevant laws have been incorporated into the curriculum of the Royal Academy of National Police, Judicial Professionals, and Royal Military Police. Judicial Police have received training on Standard Operating Procedures for All Trafficking in Persons legal instruments. Minimum Standards for Basic Counseling for Women and Girls Survivors of GBV and other gender sensitive approaches for supporting VAW survivors are being incorporated into the new curriculum at the Royal Police Academy. Both Operational Standards and Codes of Conduct for police have been implemented, which include ethical codes that are reflective of CEDAW and UNSCR 1325.¹⁵⁷

From 2014–2016, training for judges, prosecutors and police on the investigation and prosecution of Trafficking in Persons cases has incorporated national, regional and international laws and other legal

¹⁵⁵ Ibid, paragraph 9

¹⁵⁶ Ibid, paragraphs 10 and 18

¹⁵⁷ NAPVAW II MTR 2017, pages 7 and 17.

instruments. The training of laws is integrated into the curriculum of the Royal Academy of National Police, Judicial Professionals and Royal Military Police. The curriculum has been widened at the Royal Academy of Judicial Professionals and Lawyer Training Center to train prosecution officers and specialized judges in the adjudication of trafficking in persons and labour and sexual exploitation cases. There has been specialized training and support for female police officers through development partners/NGOs on anti-human trafficking, criminal code and procedures, forensics, and commercial entertainment establishments.¹⁵⁸

27. What actions have been taken in the last 5 years to increase leadership, representation and participation of women in conflict prevention, resolution, peace building, humanitarian action, and crisis response at decision-making levels?

Cambodian women have participated in UN Peacekeeping Missions under the *National Center for Peacekeeping Forces, Mine and Explosive Remnants of War Clearance*. From 2016 to 2017, 202 women out of a total of 4,763 Cambodians were deployed in eight countries in different capacities, including mine clearance, civil engineers, medical personnel and security. Cambodia is ranked 35 out of 121 countries and 3rd out of 10 ASEAN countries for participation in UN Peacekeeping Missions. Cambodia ranks higher for women's participation in UN Peacekeeping Missions at 26 out of 121 countries and 2nd out of 10 ASEAN countries.

The RGC continues to provide opportunities for women to participate, represent and enhance their capacity through attending national forums, international conferences and training programs. In 2015, 922 female (21.7 percent) government officials from 14 ministries attended training courses overseas as part of career development. In 2016, this increased to 1,053 women (24.2 percent) government officials from 18 different ministries and institutions.

In 2017, there were six women Ambassadors and 43 women (24.43 percent) out of a total of 170 diplomatic officials held positions as counselor general, counselor, deputy counselor, attaché, and accountant. Overall, there are 3,200 female police officers (5.75 percent) out of 55,597 police at the national and sub-national levels. In 2016, the number of women in management positions in the police force was 1,313, with 533 and 780 women police at the national and sub-national levels respectively. In 2016, women in the military account for five percent.¹⁵⁹

28. What actions have been taken in the last 5 years to enhance judicial and non-judicial accountability for violations of international humanitarian law and of the human rights of women and girls in conflicts or humanitarian action and crisis response?

28.1 Provided redress to all victims of sexual and GBV against women committed during the Khmer Rouge Regime and developed non-judicial transitional justice programmes¹⁶⁰

¹⁵⁸ NPA-CTIP II MTR 2017, page 38.

¹⁵⁹ CEDAW/C/KHM/6, paragraphs 217-220

¹⁶⁰ CEDAW/C/KHM/CO/4-5, paragraph 15 (a); CEDAW/C/KHM/6, paragraphs 29-32

Due to the multitude and complexity of the crimes committed during the Khmer Rouge regime and the advanced age of victims and the accused, the ECCC selected crimes that were most representative of all other crimes. With regard to GBV crimes, the ECCC limited their investigation and hearings to forced marriage and rape, and only victims whose crimes fell under these categories were admitted to participate in judicial proceedings and were entitled to claim reparation. The Co-Investigating Judges did not investigate into rape outside the context of forced marriage under the argument that the Khmer Rouge had a policy to prevent rape occurrences by reeducating or killing anyone who was suspected of “immoral” behavior.

The Victim Support Section (VSS) of the Extraordinary Chambers in the Courts of Cambodia (ECCC) received funding from the UN Trust Fund to End Violence against Women to expand the “Promoting Gender Equality and Improving access to justice for Female Survivors and Victims of GBV under the Khmer Rouge Regime” project from 1 January 2016 to 31 December 2018. The project includes the following activities: Outreach and awareness-raising on GBV during the Khmer Rouge regime, Access to legal services, Provision of financial support for skills training to poor families of GBV survivors and Empowerment of survivors of GBV at ECCC.

The VSS/ECCC and its NGO partner Transcultural Psychosocial Organization (TPO), provided the following psycho-social support services for victims of sexual and GBV under the Khmer Rouge regime: a) Self-help groups, which brings a group of women with a similar experience of GBV in the past together to share their experience, find support from each other, and contribute to the healing process. b) Counseling and medical treatment for Civil Parties with severe trauma and other forms of mental health problems. c) Testimonial Therapy, an innovative approach that combines individual truth telling with a public ceremony where the suffering is acknowledged. d) Psychological briefing and de-briefing were provided during Civil Parties’ participation in the ECCC’s hearings.

The proceedings in Case 002/02 started on 30 July 2014 and 12 Civil Parties, 2 experts and 2 witnesses were called to testify against the accused on GBV crimes, forced marriage and rape in that context. The VSS/ECCC in cooperation with its partners and civil parties filed 22 proposed reparation projects with the Court as of 30 May 2017. Four projects were sent to the RGC for approval while 17 projects require 5 million USD of external funding, of which 2.5 million USD has been collected. The projects benefit all Civil Parties and younger generations, including GBV survivors. Of particular note is the project “*Phka Sla Kraom Angkar: Forced marriages under the Khmer Rouge Regime*,” which is a judicial reparation project for Case 002/02 implemented by NGOs and designed for Civil Parties who are survivors of forced marriage and GBV under the Khmer Rouge.¹⁶¹

28.1 Measures taken to combat trafficking in women and children

MoWA, through the NAPVAW II, the TWGG-GBV mechanism and the involvement in the Coordinated Mekong Ministerial Initiative against Trafficking (COMMIT), has contributed to anti-trafficking efforts of the government. MoSVY has continued to train relevant government officials on the *Policy and National Minimum Standards for the Protection of the Rights of Victims of Human Trafficking* (2009), which aims for improved continuity of care for victims

¹⁶¹ CEDAW/C/KHM/6, paragraphs 29-32

engaged with multiple service providers, from shelters to counselors and prosecution authorities. Training has continued with government officials and NGO shelters on the *Minimum Standards on Residential Care for Victims of Human Trafficking and Sexual Exploitation*. MoSVY is currently drafting a *Guideline for the Reintegration of Victims of Human Trafficking*.

29. What actions have been taken in the last 5 years to eliminate discrimination against and violations of the rights of the girl child?

29.1 Promoting gender equality and human rights in education

MoEYS has integrated gender into pre-service and in-service teacher training programs at all levels as well as for school management. Gender has been mainstreamed throughout the education system, including for teachers through teacher training programs, with students through the education curriculum, and for leaders and staff in the management and administration sections through professional development activities. Public schools are using a training manual for young people on gender equality and human rights, A Young People's Tool Kit, as part of MoWA's advocacy efforts to increase awareness of the importance of girls' participation in social, economic and political life.¹⁶²

29.2 Strengthened access to quality education, skills development and training

MoEYS has developed a Gender Mainstreaming Strategic Plan 2016-2020.¹⁶³ The overall goals of the MoEYS GMAP are to a) Ensure gender equality in access to education and good quality learning outcomes at all levels in both formal and non-formal education, b) Ensure the increase of women's participation in delivering education services, c) Ensure the establishment of a gender-sensitive educational environment and social behavior. Specific targets related to equal access to education measured by the gender parity index, have been met. The MoEYS Scholarship Program for Poor Students in Lower and Upper Secondary Education has a quota of 60 percent female students, which is being met.

The mid-term review (MTR) of the Education Strategic Plan 2014-2018 conducted in 2016, and includes updated strategies, actions, indicator targets, and a financial projection until 2020. In recognition that there is almost no bias against girls in basic education, the key measure for promoting women in education have focused on Higher Education and MoEYS staff and faculty.¹⁶⁴

29.2 Preventing Child Marriage and Teenage Pregnancy

The Provincial Action Plan to Prevent Child Marriage and Teenage Pregnancy in Rattanak Kiri province was developed to address child marriage and teenage pregnancy in a province with high rates of both. The overall objective is reduce adolescent pregnancy and child marriage in ethnic communities of Ratanak Kiri province through increased prevention and response interventions, multi-sectoral coordination and cooperation, and development of a data collection, monitoring and evaluation system.

¹⁶² CEDAW/C/KHM/6, paragraph 115

¹⁶³ MoEYS (2015): *Gender Mainstreaming Strategic Plan in Education 2016-2020*. Phnom Penh.

¹⁶⁴ MoEYS (2016): *Mid-Term Review Report in 2016 of the Education Strategic Plan 2014-2018 and Projection to 2020*. Phnom Penh.

The action plan aims to target a least 30 percent of adolescents (aged 10 to 19) and youth aged (aged 15 to 35) in Ratanak Kiri with prevention and response interventions.¹⁶⁵

VI. Environmental Conservation, Protection and Rehabilitation

Critical Areas of Concern: I) Human Rights of Women, K) Women and the Environment and L) The girl child

30. What actions have been taken in the last 5 years to integrate gender perspectives and concerns into environmental policies?

In the area of environment and climate change, new environmental legislation in Cambodia is still being formulated. The Environment and Natural Resources Code of Cambodia is currently being drafted to replace the existing 1996 Environmental Protection and Natural Resources Management legislation. This legislation is in its tenth draft as of 2018. While this legislation is not yet finalized, Article 14 of the draft refers to the principle of gender equality and states that ‘Gender equity and the participation of women in all aspects of decision-making concerning the environment and natural resources shall be promoted and encouraged’.¹⁶⁶ Further, under Chapter 3 Mitigation Measures, Article 29¹⁶⁷, it states that for any decision that will potentially affect local communities, relevant ministries and institutions shall “Ensure that mitigation measures are appropriate, sustainable, and governed by a commitment to non-discrimination, including gender discrimination, and that particular attention is given to persons who are vulnerable or most at risk as a result of the potential impacts of the decision.”

31. What actions have been taken in the last 5 years to integrate gender perspectives into policies and programmes for disaster risk reduction, climate resilience and mitigation?

31.1 Integrating gender issues into policy framework and plans

As part of the Neary Rattanak IV 2014-2018, gender, climate change, green growth and disaster risk management are considered cross cutting issues in alignment with the National Strategic Development Plan and the Rectangular Strategy. Strategic Objective 3.2 of Neary Rattanak IV is dedicated to promoting gender equality in climate change, green growth and disaster risk management and MoWA established a Gender and Climate Change Committee to oversee the work in this area.

MoWA’s Gender and Climate Change Committee produced the 2013-2023 Gender and Climate Change Strategic Plan in collaboration with the Ministry of Environment and the Department of Climate Change.¹⁶⁸ Gender-based vulnerabilities are well explained and include an analysis of women’s burdensome reproductive roles, their dependency on natural resources for food, medicine and firewood and their limited access to and control over productive resources. The analysis also points to the

¹⁶⁵ Provincial Administration of Ratanak Kiri (2018) *Provincial Action Plan to Prevent Child Marriage and Teenage Pregnancy in Ratanak Kiri (2017-2021)*

¹⁶⁶ Environment and Natural Resources Code of Cambodia, Revised Ninth Draft (Draft 9.1), 25 July 2017. Page 5. Available at <https://data.opendevelopmentmekong.net/dataset/eedccd06-df86-45d2-8e96-72afe074284b/resource/adbd2e13-ffbb-43d9-8b73-00bbe837e8e5/download/enr-code-draft-9.1-in-english-25.07.2017.pdf>

¹⁶⁷ Ibid. Page 10.

¹⁶⁸ MoWA (2013): Climate Change Strategic Plan for Gender and Climate Change. Phnom Penh.

important role women have to play in greening the economy, given women make up much of the workforce in ‘brown economics, such as manufacturing’.¹⁶⁹

The nation’s key policy instrument for climate change is the Cambodia Climate Change Strategic Plan (CCCSP) 2014-2023. Coordination and support on the implementation of the CCCSP sits primarily with the Department of Climate Change, the General Secretariat of the National Council on Sustainable Development (NCSA).¹⁷⁰

The CCCSP recognizes women’s differentiated vulnerability to climate change and presents gender equality as one pathway to reduce vulnerabilities.¹⁷¹ Women’s reliance on agriculture and natural resources is also highlighted, as is women’s limited resources and capacity to adapt to the changing climate. Three of the eight strategic objectives of the CCCSP consider gender issues or identify women as beneficiaries. Gender issues are also integrated in the monitoring and evaluation section of the policy, stating that ‘women and disadvantaged groups are often among those more severely affected by climate change impacts’.¹⁷² The CCCSP is currently under mid-term review.

As part of the implementation of the CCCSP, 14 sectoral Climate Change Action Plans (CCAP) have been developed. With technical and financial support from the Cambodia Climate Change Alliance, a multi-donor initiative which ‘aims to strengthen national systems and capacities to support the coordination and implementation of Cambodia climate change response’¹⁷³, the CCAPs are short prioritized action plans. Reducing sectoral, regional, gender vulnerability and health risks to climate change impacts is the second of six strategic actions of the Ministry of Environment’s CCAP. Part of this action includes ensuring gender dimensions are considered in vulnerability assessments in coordination with MoWA. The involvement of vulnerable groups, which include women, minority groups and children, is considered an indicator of success in the CCAP. In addition, MRD’s CCAP (2014-2018) articulates that a gender assessment will be conducted in the first year of the plan.

31.2 Integrating gender issues into Disaster Management Sector

The Climate Change Strategic Plan for Disaster Management Sector (2013) was produced to promote the relationship between disaster risk reduction (DRR) and climate change adaptation. A section titled Gender Responsive Framework describes women as being the most vulnerable to climate change and two indicators have been included, which are: ‘increase number of women (‘s) participation in climate change risks and disaster management’ and ‘number of vulnerable women with better preparedness for coping with climate change risks and disasters’.

The Cambodian Law on Disaster Management (DM Law) was enacted in 2015. The DM Law formalizes the National Committee for Disaster Management (NCDM) as the main authority on disaster management.¹⁷⁴ Women are mentioned in Article 18 of the DM Law, where it states that in the event of a disaster, relevant authorities need to ‘pay high attention to the needs of women, children, elderly,

¹⁶⁹ Ibid. Page 8

¹⁷⁰ Formally, the National Climate Change Committee, NCSA was established in May 2015 and took over the roles and responsibilities of the Committee.

¹⁷¹ UN Women (2016): *ACTION NOT WORDS: Confronting Gender Inequality through Climate Change Action and Disaster Risk Reduction in Asia*.

¹⁷² RGC (2013): Cambodia Climate Change Strategic Plan 2014-2023. Page 29.

¹⁷³ <http://www.camclimate.org.kh/en/activities/cambodian-climate-change-alliance.html>

¹⁷⁴ International Federation of Red Cross and Red Crescent Societies and UNDP (2017): *Implementing the Law on Disaster Management in Cambodia: Developing Subsidiary Legislation*. Available at: <https://www.ifrc.org/docs/IDRL/Cambodia%20DM%20Subsidiary%20Legislation%20Report%20LR.PDF>

handicapped, and disabled persons.’ The responsibilities of NCDM include¹⁷⁵ “Coordinate the implementation of disaster risk reduction, mainstreaming of climate change, sustainable development, and gender issues by collaboration with line ministries in developing and strengthening the institutions, mechanisms and disaster management at all levels, in particular, at local community level to ensure better response during emergencies.”

The National Action Plan for Disaster Risk Reduction (NAP-DRR) 2014-2018 is the key policy instrument that describes the process of DRR in Cambodia. The NAP-DRR highlights the need for data disaggregation in DRR, specifically of population groups under Outcome Two where women, men and children in rural, urban, coastal and mountain regions are all identified. In alignment with the DM Law, women’s vulnerability is highlighted, and traditional and modern gender roles are reported as the underlying cause for this disproportionate vulnerability. In addition to this, three key gender related commitments are noted in this policy: (1) comprehensive post-disaster damage and needs assessment is in practice with gender disaggregated information, (2) women are included in disaster management committees and, (3) existing safe spaces are upgraded to make them comfortable for men, women and children.

31.3 Mainstreaming gender issues into development projects

The *Mainstreaming Climate Resilience into Development Planning Project* 2016–2018, led by a consortium of agencies with four government institutions, involves an outcome for enhanced institutional and technical capacity to integrate gender concerns in climate change initiatives. These include development of a strategy, guiding principles and implementation plans for mainstreaming gender concerns into climate change adaptation and mitigation investments.

The Agriculture Services Programme for Innovation Resilience and Extension 2015–2022 is the first national programme that provides smallholder farmers with access to quality information services, including supporting climate resilient agriculture. Over 36,000 households with 110,000 people (50 percent women) have participated in a range of different agriculture extension activities. The Climate Change Adaptation Development Plan has been completed in 16 districts, and vulnerability reduction analysis assessments have been conducted with 1,500 participants (300 women).¹⁷⁶

Section Three: National Institutions and Processes

32. National machinery for gender equality and women’s empowerment

The national machinery for gender equality and women’s empowerment includes the Cambodian National Council for Women (CNCW), the Ministry of Women’s Affairs (MoWA), and is strengthened through the Technical Working Group on Gender (TWG-G) and the Gender Mainstreaming Action Groups (GMAGs) in line ministries and government agencies.

The CNCW, established by Royal Decree in 2001, is an inter-ministerial mechanism, whose members include Secretaries of State from all key line ministries and government agencies. The CNCW is

¹⁷⁵ International Federation of Red Cross and Red Crescent Societies and UNDP (2017) *Implementing the Law on Disaster Management in Cambodia: Developing Subsidiary Legislation*. Page 9. Available at:

<https://www.ifrc.org/docs/IDRL/Cambodia%20DM%20Subsidiary%20Legislation%20Report%20LR.PDF>

¹⁷⁶ CEDAW/C/KHM/6, paragraph 166

mandated to assist the “Royal Government to coordinate, follow up and evaluate the implementation of national policies, laws, orders and measures relating to the promotion of status, roles and social welfare of women”¹⁷⁷. CNCW is also responsible for following up on the implementation of international conventions in relation to women’s rights, providing recommendations to the government and compiling national periodic reports on CEDAW implementation. CNCW is led by Her Majesty the Queen as the Honorary Chair, the Prime Minister as the Honorary Deputy Chair, the Minister of Women’s Affairs as the Executive Chair and representatives from relevant ministries as members.

The MoWA has the responsibility to protect the rights of women and their families, and through its five year strategic plans (*Neary Rattanak*), acts to promote gender responsive policies, strategic plans and programs. MoWA acts as a catalyst to advocate and encourage public institutions, civil society and the private sectors to integrate gender into their policies and programs and as a coordinator and facilitator for gender mainstreaming across government. MoWA spearheads the efforts to ensure that gender is mainstreamed in key policy documents, including the National Strategic Development Plan, Public Investment Program, the CMDGs and CSDGs, as well as on-going government reform efforts including the Decentralization and De-concentration Reform (D&D), Public Administrative Reform, Public Financial Management and Legal and Judicial Reform.

MoWA consists of three general directorates and 11 line departments, and oversees the provincial and district Departments of Women’s Affairs and 13 Women Development Centers. At the sub-national level, Provincial and District Departments of Women’s Affairs implement MoWA’s five-year strategic plan, *Neary Rattanak IV*, and work with line departments, offices and other relevant units under their respective jurisdiction. Provincial/Capital and Municipal/District/Khan WCCCs are the sub-national mechanisms to promote gender equality and the empowerment of women and children under the jurisdiction of the provincial and district councils. The CCWCs act as an advisory body to the Commune Councils on issues related to women and children, such as maternal and child health, hygiene/sanitation, community pre-school, gender equality and child protection.

33. Head of National Machinery and relation with SDG implementation

Yes, the Minister of Women’s Affairs and Secretaries of States are part of the government wide process of formulating the Cambodian Sustainable Development Goals (CSDGs), led by the Ministry of Planning (MoP), as well as reviewing, monitoring and reporting on the implementation of the relevant CSDGs through the 5-year National Strategic Development Plan.

MoWA plays a key role in strengthening gender-responsive national and sectoral strategies, by providing technical support on gender mainstreaming and coordinating the monitoring of the implementation of *Neary Rattanak*, the NSDP, the CMGDs/CSDGs, Public Investment Program, Joint Monitoring Indicators and GMAPs, in collaboration with the Ministry of Planning, the GMAGs and with the TWG-G. GMAGs have been established in line ministries and institutions and are responsible for developing Gender Mainstreaming Action Plans, which provide a mechanism for institutionalizing gender mainstreaming into sectoral policies and programmes. At the end of 2018, 30 out of 31 line ministries and institutions had developed GMAPs.

Starting in 2016, all line ministries reviewed key indicators on gender mainstreaming to include *SDG 5: Achieve gender equality and empower all women and girls*. MoWA led a series of consultative

¹⁷⁷ RGC, Royal Decree, SN/Roy Kr/0201/036, On Creation of Cambodian National Council for Women (2001)

workshops that resulted in a comprehensive monitoring framework for SDG 5. This framework includes nine key gender targets and 25 indicators linked with the responsible ministries, data sources and data cycles. This information has been integrated into respective line ministries' GMAPs and strategic plans.¹⁷⁸

34. Mechanisms for stakeholder participation in implementation and monitoring of BPfA and 2030 Agenda for Sustainable Development

Within the framework of the Government-Donor Coordination Committee to implement the Paris Declaration, harmonize results-based action plans and strengthen leadership and ownership of the government, 19 Technical Working Groups were set up in key sectors, including the Technical Working Group on Gender (TWG-G). The TWG-G, set up in 2004, includes representative of 31 government agencies, 14 development agencies and 15 civil society organizations, and is a forum for discussion and inputs into gender related policies, laws and strategies.

Three working groups (TWG-G sub-groups) have been formed to coordinate MoWA's main thematic programs, including the TWG-G on Gender-Based Violence (2012), TWG-G on Women's Economic Empowerment (2014) and TWG-G on Women in Leadership and Decision-Making (2015). The working groups play an important role in formulating, implementing, facilitating and monitoring MoWA's thematic programs for gender equality and women's empowerment to achieve the CSDGs.

In addition, GMAGs have been established in line ministries and institutions and are responsible for developing GMAPs, which provide a mechanism for institutionalizing gender mainstreaming into sectoral policies and programmes. MoWA convenes annual meetings involving all GMAGs in line ministries to review the progress of the GMAPs while the CNCW holds an annual congress led by the Prime Minister to review progress and achievements on gender equality and women's empowerment in line with the National Strategic Plan Development commitments. The CNCW annual congress involves all government ministries and agencies at the national and sub-national level, civil society organizations and international NGOs, UN Agencies as well as members of parliament, the Council of Ministers and private sector businesses.

a) Stakeholder participation in Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development.

Civil Society Organizations, Women's Rights Organizations, Academia and think tanks, including several Universities and Professors, International NGOs including faith based organizations, and the United Nations System and Agencies have all contributed at different stages and various levels in the development, implementation and monitoring of the BPfA and CSDGs, through the TWG-G and sub-groups, other TWGs, GMAGs and GMAPs, conducting research on key women's issues, implementing women's empowerment programs and participating in regular NSDP review meetings. Private sector businesses participate in the annual Government Private Sector Forum while the Parliament and Parliamentary Committees have an oversight role.

b) Participation of women and girls from marginalized groups

¹⁷⁸ CEDAW/C/KHM/6, paragraph 185

The MoWA has formed a Disability Working Group, as part of the Disability Action Council, to ensure that the needs and concerns women with disability are reflected and addressed. At the sub-national level, the Provincial, District and Commune Committee for Women and Children, conducts outreach and regularly convenes meetings with marginalized groups of women, including poor, indigenous, young women, older women

As part of the TWG-G sub-working group on GBV, CSOs, INGOs and women's rights groups, some representing marginalized groups of women, such as disabled, women living with HIV, ethnic minority, older women as well as the rural poor, participate and bring these women's voices to the planning and implementation. As part of the Cambodia Gender Assessments conducted in 2014 and 2018, different marginalized groups of women including women with disabilities, women living with HIV, female entertainment workers and female garment factory workers (2014) and women with disabilities, indigenous women, Muslim Cham women, Lesbian women and elderly women (2018) participated in the consultative process to ensure their views are incorporated into the planning processes.

c) Stakeholder participation in report

Given time constraints and other national planning priorities in 2018 and 2019, including the finalization of the CSDG Framework 2016-2030, the development of the National Strategic Development Plan 2019-2023, the development of the 2018 Cambodian Gender Assessment (CGA), the formulation of the 5 Year Strategic Plan on Gender Equality and Women's Empowerment 2019-2023 (Neary Rattanak V), as well as preparations for the up-coming constructive dialogue on Cambodia's 6th period report to CEDAW, separate consultations with stakeholders have not been conducted for this report, but the information has drawn on the above consultative processes. A validation workshop on key component of this report will be held alongside the planned CGA 2018 workshops in early June 2019.

In addition, this national report draws from various government reports, documents and processes that have involved civil society consultations and input, including the NGO Shadow report to CEDAW Committee (January 2019), Joint UNCT input to UPR July 2018, various NGO, UN and donor program reports (ie ERAW program, etc.).

35. Is gender equality and the empowerment of women and girls a key priority in national plan/strategy for SDG implementation?

Yes. Gender equality and the empowerment of women is a key component of the RGC's political platform, the Rectangular Strategy Phase IV for "Growth Employment, Equity and Efficiency: Building the Foundation Toward Realizing the Cambodia Vision 2030, which is operationalized as the National Strategic Development Plan and the Neary Rattanak Strategic Plan. The RGC's strategic goal is to strengthen gender equality and social protection to enhance the socio-economic situation and strengthen women's role in society who are the backbone of the economy and society. One of the key areas of focus under the fourth priority area of Human Resource Development is to 1) Further promote women's role in society through enhancing their capacity and the proportion of women within leadership roles in national and sub-national levels, in ministries and institutions and in political and technical positions, 2) Implementing the Neary Rattanak Strategic Plan to mainstream gender in development plans and policies, promote women's entrepreneurship through expanded education, technical and vocational education, uplifting the value of women and family through investing in gender equality along with

strengthened partnerships to prevent trafficking of and violence against women and girls 4) Implementing the National Social Protection Policy Framework 2016-2025, along with the National Population Policy 2016-2030 and National Policy on Ageing 2017-2030 and 4) Preparing the legal framework and supporting infrastructure to implement the new social assistance programs.¹⁷⁹

Section Four: Data and Statistics and Annex

36. What are the top 3 areas in which your country has made most progress over the past five years in gender statistics at the national level?

The top three areas that the Royal Government of Cambodia has made the most progress in gender statistics at the national level have been 1) Re-processed existing data from surveys to produce more disaggregated and new gender statistics, 2) Conducted new surveys to produce national baseline information on specialized topics 3) Produced knowledge products on gender statistics and 4) Used more gender-sensitive data in the formulation of policy and implementation of programmes and projects.

Secondary Analysis of CDHS 2000-2014

The National Institute of Statistics, Ministry of Planning and the General Directorate of Health, Ministry of Health, with support from development partners, continued the policy and practice of conducting secondary analysis on the Cambodia Demographic and Health Surveys 2000, 2005, 2010 and 2014 (CDHS). Starting in 2013, a series of reports were produced focusing on women and children, including Early Post-Natal Care and its Determinants in Cambodia (April 2013), Factors Associated with Childhood Diarrhea and Fever (April 2013), Levels and Trends of Contraceptive Prevalence and Unmet needs for Family Planning (April 2013), Teenage Fertility and its Socio-Demographic Characteristics and Risk Factors (April 2013), Urban and Rural Disparities in Reproductive and Maternal Health, 2000-2014 (December 2015) and Sexual and Reproductive Health Situation of Adolescents and Youth in Cambodia (September 2016). Findings and recommendations were used to inform various policies, programs and plans including the MoH National Strategic Health Plans 2014-2018, National Sexual and Reductive Health Programs such as adolescent and youth health services, targeting of family planning and contraceptive use under the fast track initiative to improve reproductive and maternal and child health outcomes.

In December 2015, the MoP and MoH produced the report entitled Urban and Rural Disparities in Reproductive and Maternal Health, 2000-2014 from secondary analysis using data from the CDHS 2000-2014. The aim was to assess change over time in fertility, reproductive, maternal and adolescent health access and outcomes, with a focus on rural and urban poor by location and wealth status. The findings confirmed marked improvements across reproductive and maternal health outcomes since 2000, including increased access to services and skilled providers of ANC and delivery while the unmet need for family planning has decreased. However the findings also revealed that more work was needed to increase equity in access and utilization, especially for urban and rural poor, as well as adolescents. Both urban and rural poor women have higher fertility and unmet need for family planning, and are disadvantaged in ANC and delivery than wealthier women. Notably, fertility rates increased among rural adolescents, fertility rates among 18-19 year olds are higher than younger adolescents aged 15-17

¹⁷⁹ RS IV, September 2018, pages 25-26

and while the use of family planning increased significantly for married adolescents, they remain far less likely to use family planning than older married women. Findings have been used to improve program interventions in RMH programs, including family planning and further research has been recommended to understand the drivers of increased adolescent fertility.

In September 2016, the MoP and MoH produced the report entitled Sexual and Reproductive Health Situation of Adolescents and Youth in Cambodia from secondary analysis using data from the CDHS 2000-2014. Given the limited information available about the sexual and reproductive health of adolescents and youth in Cambodia, the aim of the report was to describe the current state of sexual and reproductive health of adolescents and youth in Cambodia through the analysis of data on young women aged 15-24 years from the four CDHS, including 2000, 2005, 2010 and 2014. Descriptive analysis of the key areas in sexual and reproductive health including marriage and sexual behavior, family planning and contraceptive use, adolescent pregnancy and motherhood, knowledge of HIV and AIDS and the occurrence of sexually transmitted diseases. The report concluded that while sexual and reproductive health of young women had improved from 2000-2014, it identified discrepancies among the trends and sub-groups where interventions were most needed. This included recommendations for the RGC to ensure young people, especially unmarried and high risk populations, rural to urban migrants, those living in poor social and economic situations, young people with disabilities and those living in rural and remote areas have access to youth friendly services. A specific outcome has been the development of a targeted intervention, the Action Plan to Prevent Child Marriage and Teenage Pregnancy in Ratanak Kiri province (2017-2020) by MoWA and MoI, as well as re-affirming the importance of the roll out of the Comprehensive Sexuality Education (CSE) curriculum by the MoEYS in Grades 5-6, 7-9, and 11-12 throughout the nation.

National Survey on Women’s Life Health and Life Experiences in Cambodia 2015 and Secondary Data analysis of CDHS 2014

The Ministry of Women’s Affairs, in collaboration with the National Institute of Statistics from the Ministry of Planning and the Ministry of Health and with support from development partners, produced the report “Women’s experience of domestic violence and other forms of violence” in September 2016, utilizing secondary data analysis from the CDHS 2000, 2005, and 2014 as well as information from the report on the National Survey on Women’s Health and Life Experiences (WHO and MoWA 2015). The report aimed to assess the trends of intimate partner violence against women over time, compare results of other studies and for reporting on SDG indicators, as well as to inform the development of evidence based policies and programs to prevent and respond to violence against women. The results of the analysis reinforced the importance of the NAPVAW II as intimate partner violence continues to be a significant public health problem for women in Cambodia, as over 30 percent of women have experienced physical, sexual or emotional violence from an intimate partner of her lifetime while 19.4 percent of women experienced some form of violence from an intimate partner in the last 12 months prior to the CDHS 2014. Specific recommendations were provided to strengthen NAPVAW implementation as well as improve the domestic violence module of the next CDHS to be conducted in 2019.

Secondary Analysis of Intercensal Population Survey 2013

The National Institute of Statistics, Ministry of Planning with support from development partners, also conducted secondary analysis of the Cambodia Inter-censal Population Survey (CIPS) 2013 results to further inform the development of national policy, planning, programming and monitoring and

evaluation from 2014 onward. A series of reports were produced in December 2013 and February 2014, estimating indicators disaggregated by sex, age and area, including 1) Estimates of Fertility and Mortality, Report 1, 2) Spatial Distribution and Growth of Population, Report 2, 3) Sex and Age Structure, Report 3, 4) Labour and Employment, Report 4, 5) Disability, Report 5, 6) Migration (Report 6) and Educational Attainment (Report 7). These reports served to create a continuous flow of population data that has enabled the Royal Government of Cambodia to prepare national development plans and programmes supported by a strong database, as well as for capacity building of national staff in sampling, data collection, data processing, analysis and dissemination. Examples of specific outcomes informed by the analysis of the CIPS reports include the development of the National Population Policy 2016-2030 and the 3-year Action Plan 2016-2018 of the National Population Policy 2016-2030.

37. What are your country's top 3 priorities for strengthening national gender statistics over next 5 years?

The Royal Government of Cambodia will prioritize the following areas to strengthen national gender statistics over the next five years as follows: 1) Statistical capacity building of users to increase statistical appreciation on and use of gender statistics, 2) Use more gender-sensitive data in the formulation of policy and implementation of programmes and projects and 3) Conduct new surveys to produce national baseline information on specialized topics. Some specific actions include:

- Strengthen the implementation of the National Strategy for the Development of Statistics, inclusive of gender statistics. There is a working group on statistics at National Institute of Statistics (NIS) that has quarterly meetings on all topics including gender. There is also inter-department collaborating mechanism (NIS and General Directorate of Planning (GDP) in place that enables strengthening gender statistics in planning as well as national surveys.
- Strengthen the collection and use of key data through population census, surveys and administrative records, including the 2019 Population and Housing Census and the implementation and monitoring of Cambodian SDGs. This includes conducting gender analysis of the Population and Housing Census results and expanding the use of the MoWA guidelines on gender monitoring in line ministries as part of monitoring the CSDGs.
- Data gathering and research on gender-based economic exclusion, involving a “suite of surveys and analyses, including a gender-based economy assessment, wage gap analysis, and enabling institutionalization of a NIS time use survey.

38. National set of indicators for SDGs

The Royal Government of Cambodia finalized the Cambodia Sustainable Development Goals (CSDG) Framework in November 2018 following an intensive participatory process over a period of two years involving a Rapid Integrated Assessment in 2016 with UNDP's Regional Bureau of Asia and the Pacific (UNDP 2016), the SDG assessment from the United Nations Statistics Division in 2017 (UNSD 2017), the EU-ASEAN Compass monitoring and statistics project (EU-ASEAN Compass, 2017) followed by development of the CSDG Framework led by the Ministry of Planning, in consultations with line ministries, official agencies, government counterparts, development partners and civil society organizations.

The CSDG Framework 2016-2030 comprises 18 goals, including one additional goal on demining and the removal of explosive remnants of war (ERWs (Goal 18), 88 targets and 148 indicators,¹⁸⁰ retaining about 75 percent of the Cambodia relevant targets. Of the 148 CSDG indicators, 47 are gender-specific: **CSDG 3** (13): 3.1.1, 3.1.2, 3.2.1, 3.2.2, 3.3.1, 3.3.2, 3.4.1, 3.8.1, 3.8.2, 3.9.1, 3.a.1, 3.a.2, 3.c.1; **CSDG 4** (17): 4.1.1.1, 4.1.1.2, 4.2.1, 4.2.2, 4.3.1, 4.3.2, 4.5.1, 4.5.2, 4.6.1, 4.a.1, 4.a.2, 4.a.3, 4.c.1, 4.c.2, 4.c.3, 4.c.4, 4.c.5; **CSDG 5** (12): 5.1.1, 5.2.1, 5.2.2, 5.3.1, 5.4.1, 5.5.1, 5.5.2, 5.5.3, 5.6.1, 5.6.2, 5.c.1, 5.c.2; **CSDG 8** (1): 8.9.2; **CSDG 9** (1): 9.2.1; **CSDG 10** (1): 10.2.1; **CSDG 16** (1): 16.7.1; **CSDG 17** (1): 17.19.1.

(Please see attached CSDG Framework 2016-2030).

39. Has data collection and compilation on SDG 5 and on other gender-specific indicators under other SDGs begun?

Yes, the CSDGs have been incorporated into the planning processing of the NSDP 2019-2023 and prioritization of gender-specific indicators has begun, but more efforts are needed to refine the quality of indicators and indicator data. The prioritization process is based on the principle of leaving no-one behind, completing unfinished CMDG business, pre-existing RGC priorities and “accelerator” potential. The following 9 SDG 5 and 24 other gender specific indicators have been tentatively prioritized: **CSDG 3** (11): 3.1.1, 3.1.2, 3.2.1, 3.2.2, 3.3.1, 3.3.2, 3.4.1, 3.8.1, 3.8.2, 3.9.1, 3.c.1; **CSDG 4** (10): 4.1.1.1, 4.1.1.2, 4.3.1, 4.3.2, 4.5.1, 4.5.2, 4.6.1, 4.a.1, 4.a.2, 4.c.1; **CSDG 5** (9): 5.1.1, 5.2.1, 5.2.2, 5.3.1, 5.4.1, 5.5.1, 5.5.2, 5.5.3, 5.6.1, 5.6.2, 5.c.1, 5.c.2; **CSDG 9** (1): 9.2.1; **CSDG 16** (1): 16.7.1; **CSDG 17** (1): 17.19.1.

However, some challenges remain in the collection and compilation data on the gender specific indicators including 1) the integrating the CSDGs within the National Policy and Planning Structures to ensure coherence and consistency and in making policy choices between CSDG indicators 2) identifying and assembling resources needed to deliver on the CSDGs, alongside a set of enabling actions and 3) improving the CSDG M&E “ecosystem” supportive of wider feedback and engage with the private sector, civil society and international organizations.

40. Describe disaggregated data routinely collected by major surveys

Population Census: The General Population Census of Cambodia is conducted every 10 years (1998, 2008, 2013 inter-censal population survey, and planned for 2019) and collects data on the following: 1) Population Size, Growth and Distribution, 2) Sex composition, Age Distribution and Marital Status of the Population 3) Literacy and Education Attainment 4) Economic Characteristics of the Population, 5) Migration 6) Fertility, Age Mortality and Maternal Mortality 7) Population with Disability and 8) Housing, Household Characteristics and Amenities. The Census data is disaggregated by geographic location, employment, sex, age, education, marital status, migratory status, and disability. Some information is captured on religion and mother tongue.

CDHS: The Cambodian Demographic and Health Surveys (2000, 2005, 2010, 2014, planned for 2019) collects data on the following: 1) Household Population and Housing Characteristics, 2) Utilization of Health Services for Accident, Illness or Injury, 3) Disability, 4) Respondent Characteristics, 5) Fertility, 6) Practice of Abortion, 7) Family Planning, 8) Other Proximate Determinants of Fertility, 9) Fertility

¹⁸⁰ RGC (2018): CSDG Framework 2016-2030

Preferences, 10) Adult and Maternal Mortality, 11) Infant and Child Mortality, 12) Maternal Health, 13) Child Health, 14) Early Childhood Education and Development, 15) Nutrition of Children and Women, 16) Micronutrients, 17) HIV/AIDS Related Knowledge, Attitudes and Behavior, 18) Women's Empowerment and Demographic and Health Outcomes, and 19) Domestic Violence. The CDHS data is disaggregated by geographic location (by urban/rural and province), income, (wealth quintile), sex, age, education, marital status and some information is also disaggregated on disability, household size, number of living children, and occupation.

CSES: The Cambodian Socio-Economic Surveys (1996, 1997, 1999, 2004, and annually from 2007 to the latest publication in 2017) collect data on the following topics: 1) Demographic characteristics, 2) Housing, 3) Agriculture, 4) Education, 5) Labour force, 6) Health, 7) Victimization, 8) Household Income and Liabilities, 9) Household Consumption and 10) Vulnerability. In recent years, the CSES data is increasingly disaggregated by geographic location (Phnom Penh, other urban, rural), sex, age groups, educational level, employment (occupation), and income, but varies across the different topics.